MARGINALIA

From *The Chronicle of Higher Education:*

"Camille Paglia seizes the podium at Harvard University's Sanders Theater and ignites. . . ."

It's the heavy lifting that does it.

■

Memo to department heads at the University of Notre Dame:

"Enclosed are revised PIN sheets and corresponding revised PIN listings. Please replace these with any earlier PIN sheets that were sent."

And recycle the new ones?

■

From the *Harvard Gazette:*

"Environmental activities are moving forward on several fronts in response to President Neil L. Rudenstine's announcement last week of a University-wide initiative in this area. . . .

"The [Environmental Studies Committee] is exploring how graduates and undergraduates can take advantage of courses and expertise at M.I.T. and Tufts University.

" 'However rich Harvard is in this endeavor, we can provide a richer curriculum by collaborating with these other neighborhood schools,' [Vice-Chairman William] Clark said."

Busing is available?

■

Note in *The North Wind*, the newspaper at Northern Michigan University:

"The North Wind was recently granted $1,000 by the NMU Chapter of the American Association of University Professors. . . . Larry Alexander, business manager of the paper, said, 'This donation is greatly appreciated and will be used for growing office expenses.' "

"How about tulips instead?" a reader wants to know.

■

Blurb for *Edmund Wilson: A Critic for Our Time*, in an announcement from Ohio University Press:

"[A] well-written and closely researched literary wok, [Edmund Wilson] is a welcome addition to the libraries of those who love superior literary criticism and commentary."

With some stir-fries on the side.

■

Memorandum from the Faculty Development Committee at the University of Montana:

"All faculty, deans, and departmental chairpersons of the University of Montana are invited to nominate candidates for the . . . Distinguished Teaching Award. . . .

"Faculty members may be selected as Distinguished Teaching Award sinners only once in their careers."

And a good thing, too!

—C.G.

In Brief

Arizona university to drop accreditation

FLAGSTAFF, ARIZ.—One of Arizona's largest public universities has withdrawn its teacher-education program from the national accreditation process, and two other state universities are expected to follow suit.

Officials at Northern Arizona University, which already has withdrawn, said that the standards of the National Council for Accreditation of Teacher Education were "out of date" and that the accreditation process was "too costly." Arizona State University is now drafting a letter to explain its plan to withdraw. A University of Arizona official said there was "a strong possibility we won't stay in NCATE."

The moves follow the withdrawal from the council of four of Iowa's largest universities last month. Five hundred colleges submit their teacher-training programs to the council for review. "The fact that some institutions are not willing to be measured is disturbing," said Arthur E. Wise, the council's president. ■

PAUL ROESCH FOR THE CHRONICLE

Chicago flood forces campuses to close

CHICAGO — The underground flooding of downtown Chicago last week caused several universities to cancel classes and evacuate buildings after electricity to their campuses was cut off by city officials.

The flood was caused by a leak from the Chicago River into a tunnel that runs beneath most of the downtown buildings. After the flood, construction workers drilled holes through tunnels under a street that runs by the Illinois Institute of Technology's Kent College of Law (*above*) to try to relieve water pressure in some of the tunnels. The law school canceled classes on the day of the flood. DePaul University canceled classes for a week after sub-basements in two of the university's downtown classroom buildings were flooded. ■

JIM WALLACE, DUKE UNIVERSITY

Aye-aye is born at Duke University

DURHAM, N.C.—Duke University officials last week announced the first birth in the Western hemisphere of a rare primate known as the aye-aye (*above*). The tiny infant was discovered among four aye-aye adults that had been brought in January to Duke's primate center from Madagascar. Duke scientists say the birth represents an important step in saving the endangered aye-aye and in learning how to build a captive population that could be used to re-populate its native Madagascar. The infant was named Blue Devil to commemorate the university's second consecutive national championship in men's basketball. ■

Rare bee may prompt relocation of lab

RIVERSIDE, CAL.—A rare species of bee discovered on the planned site of a federal research laboratory at the University of California here could force the lab to be moved to another location. The move could add $1-million to the project's cost.

University scientists plan to search for other Riverside County habitats of the bee, known as *Holcopasites ruthae*. The bee was discovered by a retired professor of biology at the university. It is not listed by federal or state agencies as an endangered or threatened species, but the bee and its habitat should be protected because it is so rare, university entomologists said.

If the bee cannot be relocated, the $19-million U.S. Salinity Laboratory may be moved to one of three other sites also on the university's campus. ■

Violence at party leads to 2 deaths

LOS ANGELES—An annual picnic at a suburban city park sponsored by an organization of black fraternity and sorority members erupted in gunfire earlier this month, leaving two people dead and four others wounded. One of the wounded was a student at the University of California here.

A group of uninvited young people touched off the incident when they became involved in an altercation and started shooting. Some of the fraternity members returned the fire, police said.

The picnic was held by the UCLA chapter of the National Pan-Hellenic Council, an organization of black fraternities and sororities. ■

Boston U. to open private high school

BOSTON—Boston University plans to establish a private high school on its campus that its president, John Silber, says will "set forth a model" for other schools.

Boston University Academy is to open next year and will emphasize a traditional, liberal-arts curriculum, including a requirement of two years of either Latin or Greek.

Sixty students are expected to enroll the first year. The academy will charge students $12,500 a year and will operate at an accelerated pace. Seniors will take only college courses, and graduates will be offered sophomore standing at the university. ■

Correction

■ A statement was incorrectly attributed in "Quote, Unquote" (*The Chronicle*, April 15). It was Michael M. Crow, associate vice-provost for science at Columbia University, who said of Congressional earmarks: "It's not as if people aren't being employed. It's not as if science isn't being done. It's not as if the science that's being done is garbage." ■

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Academic Left Wing Hopes to Rally Against Conservatives and the NEH

Continued From Preceding Page

report on it for *Measure*, a newsletter published by a conservative academics' group called the University Centers for Rational Alternatives. "I think they're very badly organized," he said in an interview afterwards. "They're trying to put together an organization from spit."

Exacerbated Tensions

At the meeting, speakers drew a portrait of campuses split by racial and political tensions. The disagreements have been exacerbated by conservative scholars and a hostile media, they said. Critics have successfully linked multicultural curricular reform and affirmative action to generate a white backlash, said Troy Duster, professor of sociology at the University of California at Berkeley.

Jane Gallop, a professor of English at the University of Wisconsin at Milwaukee, suggested that academics needed to learn how to refute misrepresentations by writing books, articles, and book reviews for a general audience. "There are mass publications, lots of them. We have to learn how to write for them," she said.

Professors need to insist that they get credit for such work, she added. Now, she said, "we are punished for doing it."

Higher education's fiscal crisis was a backdrop to several of the papers presented.

George Yúdice, an associate professor of Spanish at Hunter, suggested that the two scholars' organizations highlight the economic pressures that public higher-education institutions currently are facing.

'Identity Politics'

To concentrate merely on literary politics would be a mistake, he said. Currently, academics are interested in multiculturalism and "identity politics," in which they explore how gender, racial, and sexual identities are influenced by cultural factors. "You need to appeal to white, middle- and working-class youth—not to make them feel good about multiculturalism but to talk to them about how they're shortchanged in terms of resources," he said.

Ashley Smith, a graduate student at Brown University, started a group on his campus called Teachers and Students for a Democratic Culture, which he said would focus on inequities in local schools and colleges. "A desegregated syllabus is not good enough," he said in an interview. "I want to see a desegregated classroom."

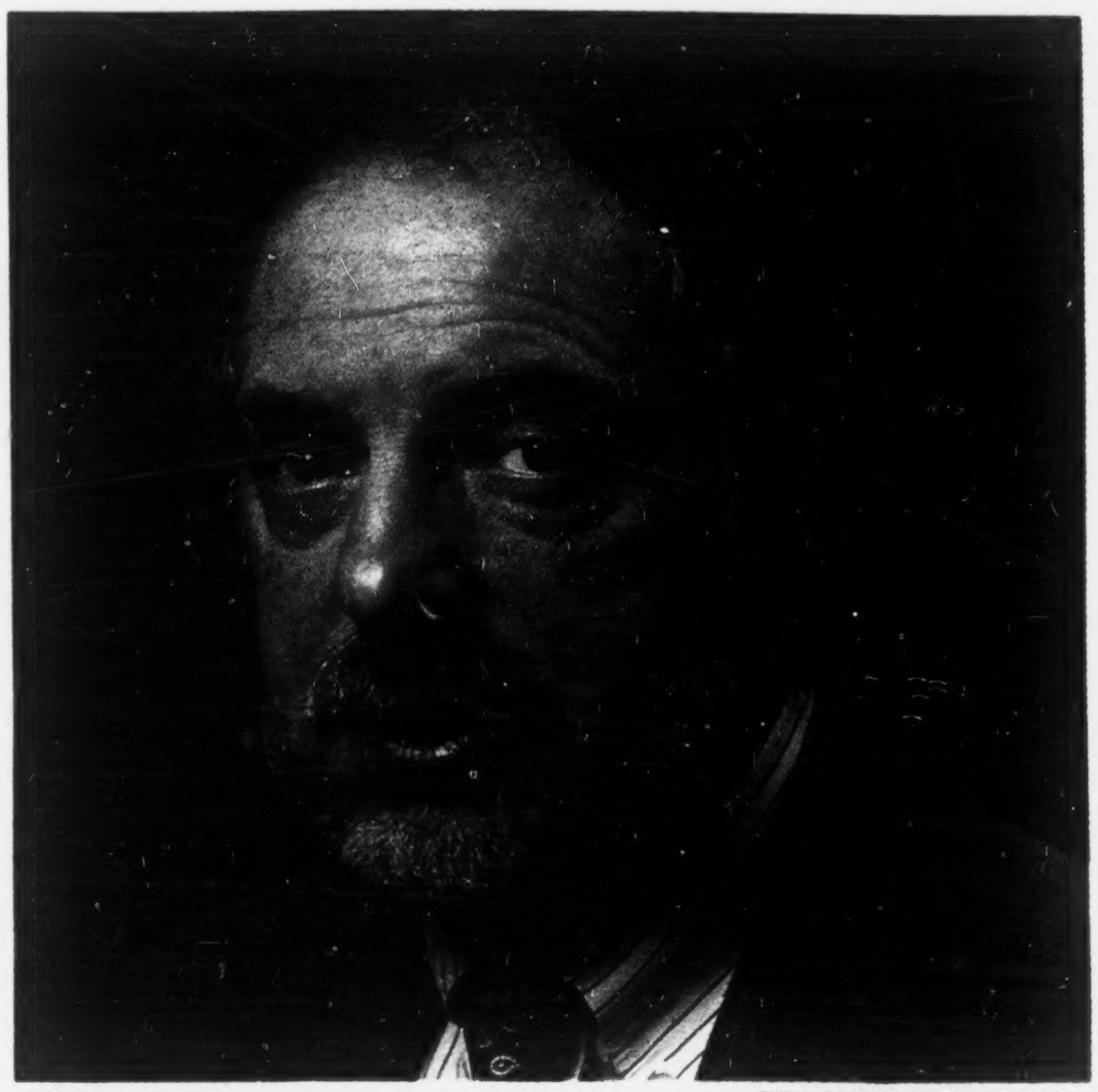
But Deborah Rosenfelt, professor of women's studies at the University of Maryland, urged scholars not to alienate the many people who are already being reached through the everyday processes of curricular change. Connecting campus change to political movements away from the campuses will drive away some potential allies, she warned. "Not everyone is going to be able to hear and respond to the language we often use to make these connections," she said.

Mr. Jay said chapters of Teachers for a Democratic Culture had started up in New England, in New York, and on the campus of the University of Illinois at Urbana-Champaign. Some 75 people have volunteered to organize chapters around the country, he said. Organizers are also at work in scholarly fields such as art history, classics, comparative literature, history, and sociology.

'They Do Have a Lot of Money'

They have their work cut out for them. On the final morning, when the groups held a session on how to organize at the local level, fewer than 20 people showed up. They mused over the appearance of a quarter-page advertisement for the National Association of Scholars in that morning's *New York Times*.

But Mr. Graff and Mr. Lauter, a veteran of 1960's political movements, said they were unfazed by the opposition. "They do have a lot of money," said Mr. Lauter. But he said he doubted that a group with a purely negative message could have a long-term appeal. "In the long run," he said, "it's hard to organize people around misery and anger." ■

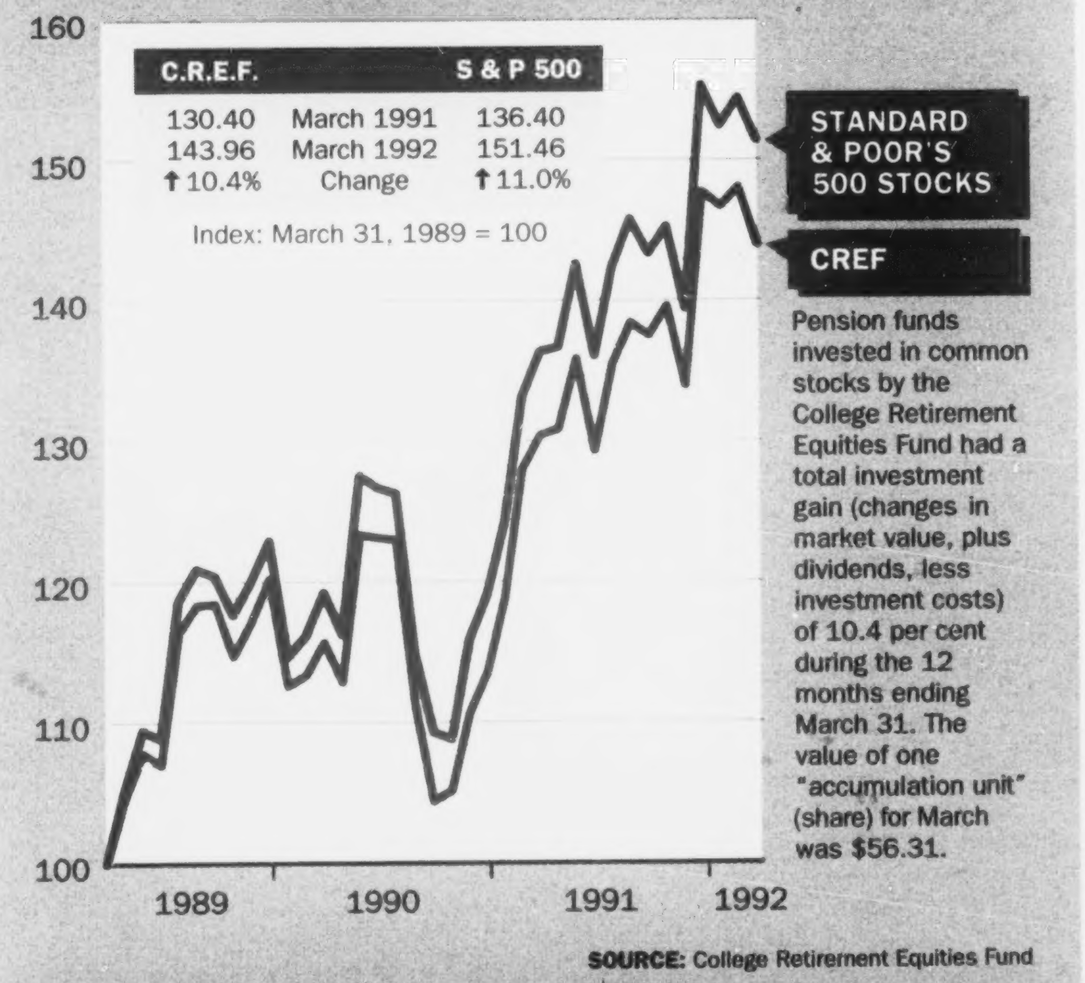


SUSAN OGROCKI FOR THE CHRONICLE

Gerald Graff, a co-founder of Teachers for a Democratic Culture: The fight against the NEH nominees will help it gain visibility.

Trends and Indicators

Pension Money in the Stock Market



Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment gain (changes in market value, plus dividends, less investment costs) of 10.4 per cent during the 12 months ending March 31. The value of one "accumulation unit" (share) for March was $56.31.

SOURCE: College Retirement Equities Fund

One-Year Percentage Increases in Median Salaries of College Administrators

	1988-89	1989-90	1990-91	1991-92
Type of institution				
All	5.3%	4.5%	5.4%	2.6%
Public	4.9	4.6	5.7	3.1
Private	6.7	3.9	5.5	3.0
Doctoral	6.0	3.9	6.2	2.3
Comprehensive	3.3	11.0	4.0	1.6
Baccalaureate	7.1	6.7	5.2	3.0
Two-year	5.6	5.4	4.6	0.8
Type of job				
Executive	8.3%	7.0%	7.1%	2.4%
Academic	6.2	5.2	5.5	3.1
Administrative	4.8	5.2	5.9	2.3
External affairs	5.0	4.9	5.0	3.2
Student affairs	5.3	3.4	5.8	2.2

NOTE: Figures are based on the reports of 1,438 colleges and universities.

SOURCE: College and Univesity Personnel Association

CHRONICLE CHART BY JOJO GRAGASIN

FACULTY NOTES

- **Instructor claims he was fired because of his military activity**
- **Jury says law school did not discriminate against white males**
- **Faculty-union leaders condemn Bush's order on fee refunds**

An instructor at El Paso Community College has sued his institution, claiming his contract was terminated because of his participation in the U.S. Naval Reserve. He also claims his superiors called his military uniform "vulgar."

The instructor, Brian Grady, teaches in the college's law-enforcement program and serves as a Navy campus-liaison officer. His duties include recruiting minority students into the Navy.

Mr. Grady was notified in December that, after five years of teaching, his contract would expire at the end of this academic year. He was given no reason, he says.

"I had no problem until the Gulf war started," he said. "I have to think that they opposed our government's action, and I was the easiest target because I wear my uniform on campus." He says his superiors repeatedly harassed him for supporting the war, and threatened to dismiss him if he did not curtail his military activities on the campus.

Those charges were denied by Bud Canuteson, discipline coordinator for the law-enforcement program, and Linda Luehrs, acting division chairwoman for public service and applied arts. Both were named as defendants in the lawsuit.

Mr. Grady also says Ms. Luehrs told him his uniform was "vulgar and disgusting," and told him to go home and change. Ms. Luehrs denied that, but would not comment further. In a prepared statement, Mr. Canuteson said he did not oppose Mr. Grady's recruitment activities and had played no role in the decision to end his contract.

—KATHERINE S. MANGAN

■

A federal jury this month decided that the University of Wisconsin's law school did not discriminate against a white man when it instead hired seven minority professors over a three-year period.

E. H. Reise, a graduate of the law school, sued the school, claiming that faculty hirings made under the so-called Madison Plan discriminated against white men. The plan is aimed at increasing the proportion of minority students and professors at the Madison campus.

Mr. Reise could not be reached. But his lawyer, Richard B. Kay, said Mr. Reise would appeal. The fact that the law school had used a special fund earmarked for minority hiring was evidence of discrimination against whites, he said.

Gerald J. Thain, associate dean of the law school, said Mr. Reise was not as qualified as the minority professors hired. While he had graduated in the top 5 per cent of his class, he had no background in academic law, Mr. Thain said, adding: "He is not the kind of person this school would hire if nobody but white males were hired."

Of the law school's 50 professors, eight are minority-group members and 10 are women.

—CAROLYN J. MOONEY

■

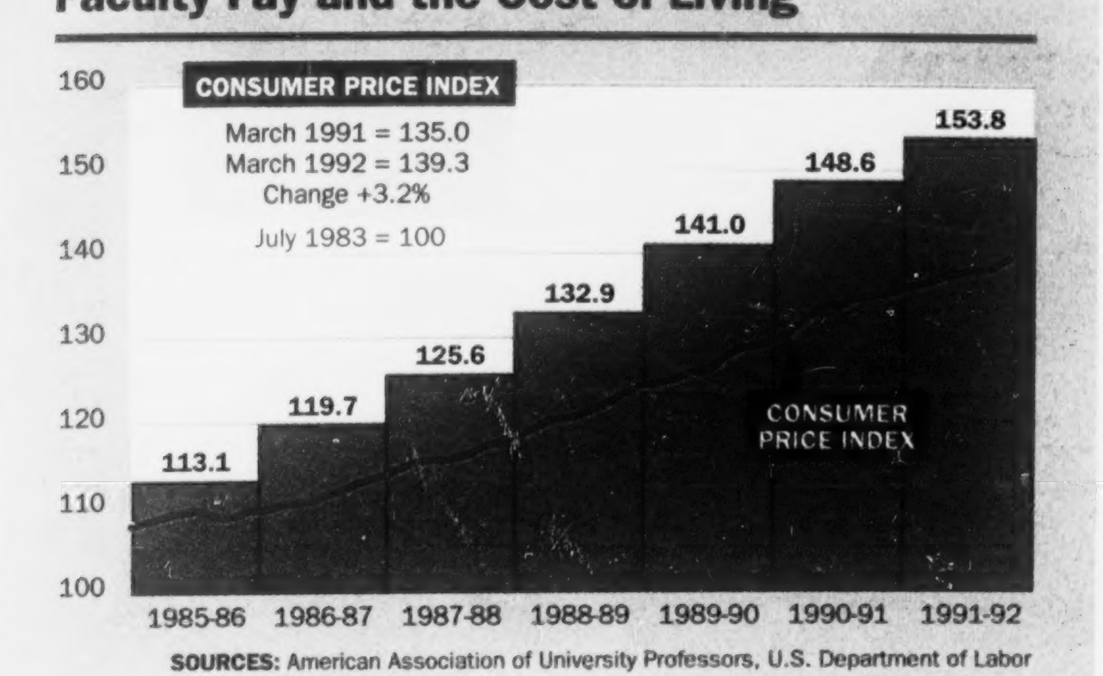
Faculty unions reacted angrily last week to President Bush's order requiring federal contractors to notify their non-union employees that they do not have to pay for a union's political activities.

Union representatives blasted the President for making what was largely a symbolic gesture, since the order enforces a 1988 U.S. Supreme Court decision. They said the order would have little impact on faculty collective-bargaining units, which, they said, had long been required to separate expenses for political activities from those associated with bargaining. Nonetheless, officials at both the National Education Association and American Federation of Teachers (AFL-CIO) accused Mr. Bush of playing election-year politics.

Administration officials said that the order, which will require institutions that receive federal contracts to notify workers of their rights, would cost unions millions of dollars in lost fees. But union officials said they expected few non-union members to seek refunds.

To pay for the benefits that they derive from unions, non-union members are required to pay so-called agency fees in lieu of union dues. —COURTNEY LEATHERMAN

Faculty Pay and the Cost of Living



SOURCES: American Association of University Professors, U.S. Department of Labor

CHRONICLE CHART BY JOJO GRAGASIN

Average Faculty Salaries Rise 3.5%; Smallest Increase in 20 Years

Continued From Page A1

er education continues to be grim, Mr. Hamermesh said: "It's hard to see why people should want to go into this business."

The survey calculated a separate average pay increase for "continuing faculty," or those who were on a campus from one year to the next. That excludes faculty members who retired or were newly hired. The average pay increase for continuing faculty in 1991-92 was 4.3 per cent—the lowest increase for that group in 20 years.

Public's Negative Attitude

While the recession is partly to blame for the reduced increases, Mr. Hamermesh said another cause was the American public's negative attitude toward higher education. "The voters don't seem to want to put the money into higher education," he said.

Salaries for faculty members at public institutions rose 2.9 per cent; the average salary for professors of all ranks at those institutions was $45,260.

By comparison, salaries for faculty members at private, independently operated colleges rose 4.7 per cent, while those at church-related institutions rose 5.5 per cent. Their average salaries were $50,030 and $39,020, respectively.

While the disparity between pay raises at public and private institutions has existed for years, this academic year it "was more pronounced than at any time during the previous decade," according to Mr. Hamermesh's analysis of the survey results. His essay accompanies the survey results in the March-April issue of the AAUP magazine, *Academe*, that is being issued this week.

In his essay, Mr. Hamermesh attributes the "slow growth of salaries in public institutions" in part to the "fiscal crises that have plagued state budgets." The situation is unlikely to improve much in 1992-93, he said in an interview.

Faculty members aren't the only college employees to get small pay raises this year. A 1991-92 survey by the College and University Personnel Association showed that median salaries for campus administrators rose by just 2.6 per cent this academic year, the smallest increase in four years.

The AAUP survey, based on information from 2,074 institutions, examines salaries in effect at the start of academic 1991-92.

Average salaries for women continued to lag behind those for men. However, more women entered the ranks of the faculty this academic year. About 29.1 per cent of all professors in 1991-92 are women, up from 28.3 per cent last year.

Other findings of the survey:

- Average salaries for full professors were $65,190 at doctoral institutions, $53,880 at comprehensive institutions, $47,860 at baccalaureate institutions, and $47,300 at two-year colleges.
- Average salaries for associate professors were $46,290 at doctoral institutions, $43,010 at comprehensive institutions, $37,680 at baccalaureate institutions, and $38,860 at two-year colleges.
- Average salaries for assistant professors were $39,120 at doctoral institutions, $35,720 at comprehensive institutions, $31,500 at baccalaureate institutions, and $33,150 at two-year colleges.
- Average salaries for faculty members varied widely by discipline. The lowest average salaries went to people in the performing arts; the highest were paid to law-school professors. (The survey does not include salaries for medical-school faculty members, who are often among the highest paid of all university employees.)
- Benefits made up 19.6 per cent of total faculty compensation, up from 19.3 per cent last year.

The 1991-92 survey calculated inflation rates in a new way. In the past, it used a July-to-June inflation rate, so salaries for 1990-91 were contrasted to an inflation rate for the period of July 1990 to June 1991. That method required survey officials to forecast the inflation rate for several months.

Some Differences

This year's survey computes the inflation rate for a period from December to December. The change means some figures in the latest report differ from those published previously.

The survey data were compiled by Maryse Eymonerie Associates, consultants to the AAUP. Copies of the March-April 1992 issue of *Academe* can be obtained for $40 from the American Association of University Professors, 1012 14th Street, N.W., Suite 500, Washington 20005; (202) 737-5900. ■

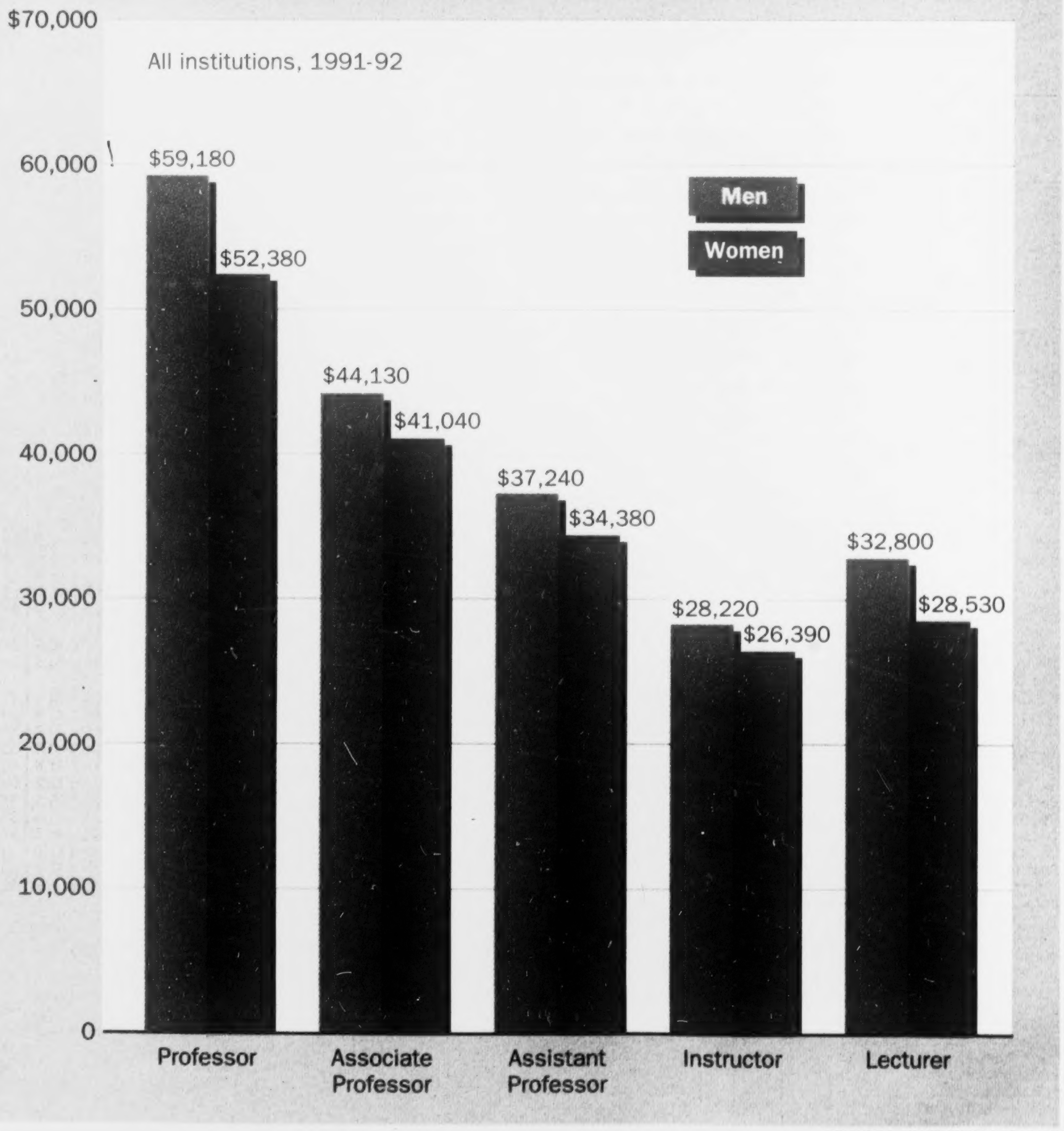
Average Faculty Salaries for 1991-92

	All		Public		Private, independent		Church-related	
	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase
Doctoral institutions								
Professor	$65,190	3.1%	$61,950	2.5%	$76,890	4.8%	$68,140	5.3%
Associate professor	46,290	3.0	45,090	2.4	51,700	4.8	48,720	5.7
Assistant professor	39,120	3.3	38,030	2.8	43,630	4.6	40,630	4.9
Instructor	27,670	3.2	26,610	2.7	33,220	4.0	34,710	6.5
Lecturer	32,510	—	32,250	—	34,090	—	29,280	—
All	51,080	3.1	48,930	2.6	60,260	4.7	51,820	5.4
Comprehensive institutions								
Professor	$53,880	3.6%	$53,750	3.2%	$54,980	4.3%	$53,350	5.8%
Associate professor	43,010	4.0	43,020	3.6	43,330	4.7	42,620	5.8
Assistant professor	35,720	4.4	35,730	3.9	35,700	5.0	35,690	6.4
Instructor	27,310	4.6	27,210	4.5	27,250	4.5	27,890	5.7
Lecturer	27,410	—	26,990	—	28,890	—	35,460	—
All	43,440	3.9	43,490	3.5	43,670	4.6	42,790	5.9
Baccalaureate institutions								
Professor	$46,860	4.3%	$47,480	2.8%	$52,230	4.5%	$41,980	5.1%
Associate professor	37,680	4.4	39,150	2.8	40,220	4.6	34,910	5.2
Assistant professor	31,500	4.8	32,580	3.1	33,370	5.1	29,580	5.5
Instructor	25,830	4.2	26,390	2.8	27,510	5.4	24,680	4.7
Lecturer	28,250	—	27,300	—	34,620	—	22,390	—
All	37,260	4.5	37,890	2.9	40,920	4.7	34,090	5.2
2-year institutions with academic ranks								
Professor	$47,300	3.8%	$47,700	3.8%	$37,180	4.9%	$32,140	4.5%
Associate professor	38,860	3.2	39,300	3.2	29,880	4.3	27,740	5.4
Assistant professor	33,150	3.4	33,550	3.4	26,520	4.3	24,010	3.9
Instructor	27,610	4.2	27,950	4.1	21,100	4.6	22,360	6.1
Lecturer	23,710	—	23,820	—	—	—	—	—
All	37,760	3.6	38,210	3.6	28,400	4.5	26,610	4.8
2-year institutions without academic ranks								
All	$38,060	3.0%	$38,220	3.0%	$29,210	5.9%	$26,150	8.7%
All institutions except those without academic ranks								
Professor	$58,220	3.4%	$57,370	2.8%	$66,060	4.6%	$49,480	5.3%
Associate professor	43,260	3.5	43,420	2.8	45,570	4.7	39,300	5.5
Assistant professor	36,060	3.8	36,330	3.2	37,820	4.8	32,620	5.6
Instructor	27,170	3.9	27,180	3.6	28,470	4.6	25,940	5.5
Lecturer	30,470	—	29,990	—	33,260	—	28,180	—
All	45,360	3.5	45,260	2.9	50,030	4.7	39,020	5.5

— No data reported

Note: Figures cover full-time members of the instructional staff except those in medical schools. The salaries are adjusted to a standard nine-month work year. The salary figures are based on 2,072 institutions; percentage increases are based on 1,944 institutions.

Average Faculty Salaries for Men and Women by Rank



CHRONICLE CHART BY JOJO GRAGASIN

FACT FILE

Average Faculty Salaries at 1,800 Institutions

Here are the average faculty salaries by rank at more than 1,800 colleges, universities, and multi-campus systems in 1991-92.

The salaries are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a nine-month work year. The figures cover full-time members of each institution's instructional staff except those in medical schools.

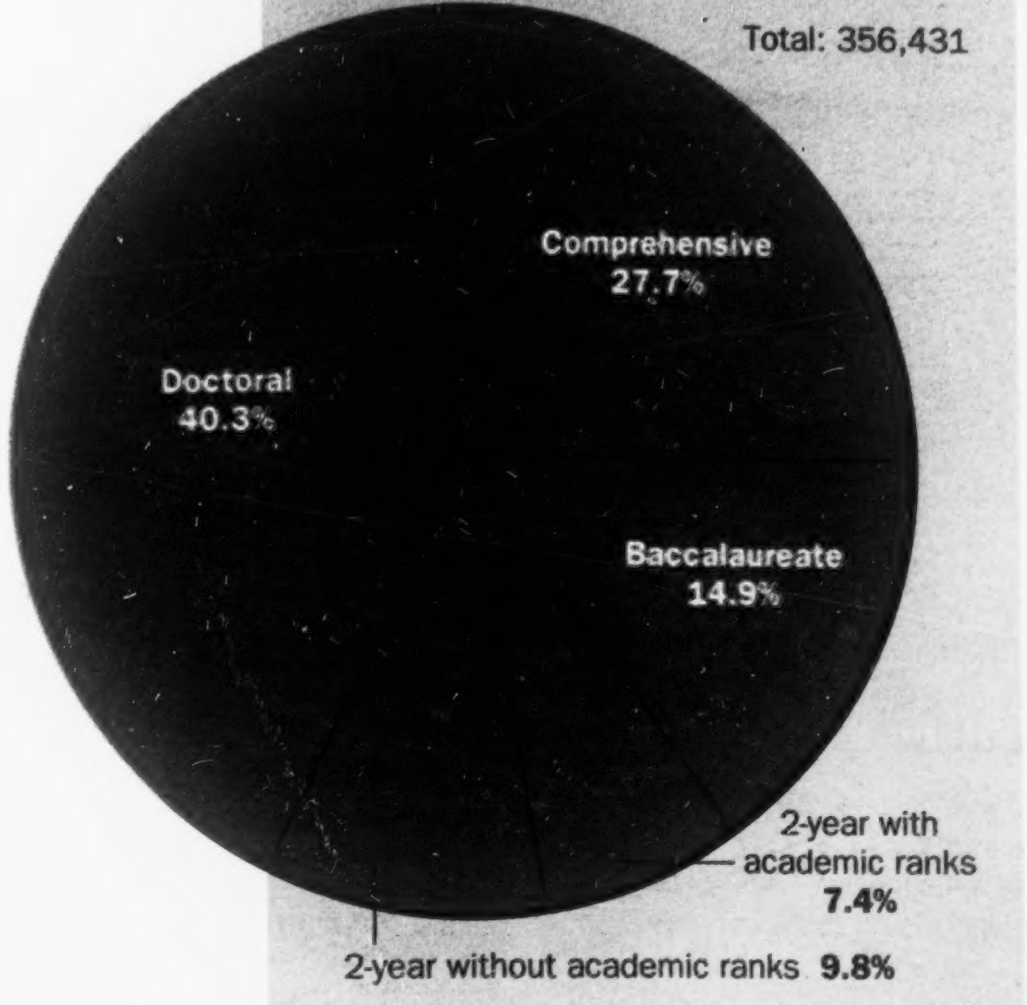
The designations I, IIA, IIB, III, and IV are defined in the rating table (below right), which gives the percentile distributions of salaries for each academic rank.

Average faculty salaries for institutions without ranks, most of which are two-year colleges, appear in a table on Page A22.

A dash appears whenever an institution has fewer than six faculty members in a given rank. A blank space indicates that the institution has no faculty members at that rank. The tables omit footnotes qualifying the information reported by some institutions.

The figures were compiled by Maryse Eymonerie Associates for the American Association of University Professors.

Faculty Members by Type of Institution, 1991-92



Total does not equal 100 because of rounding.

CHRONICLE CHART BY JOJO GRAGASIN

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama St U, IIA	41.6	35.3	31.2	23.6
Athens St C, IIB	43.9	39.0	32.0	—
Auburn U				
Main campus, I	55.2	42.2	35.6	24.0
Montgomery, IIA	49.5	39.9	33.2	26.7
Birmingham Southern C, IIB	48.0	37.3	30.8	—
Huntingdon C, IIB	31.8	31.2	27.9	—
Jacksonville St U, IIA	43.4	38.7	31.8	29.0
Judson C, IIB	31.7	26.7	24.4	—
Livingston U, IIA	36.3	29.4	26.0	—
Oakwood C, IIB	27.9	27.8	25.8	25.0
Samford U, IIA	50.3	41.8	31.3	23.7
Spring Hill C, IIB	36.9	33.2	26.7	—
Troy St U				
Main campus, IIA	41.1	33.2	29.9	22.4
Dothan, IIB	—	34.5	37.0	—
Montgomery, IIA	—	40.3	28.8	—
Tuskegee U, IIA	40.6	33.5	29.3	21.0
U of Alabama				
Tuscaloosa, I	57.1	42.1	35.6	23.7
Birmingham, I	57.0	40.2	33.1	24.7
Huntsville, IIA	59.9	40.7	36.0	29.6
U of Montevallo, IIA	40.7	34.9	30.8	—
U of North Alabama, IIA	46.0	38.4	32.4	27.0
U of South Alabama, IIA	50.4	39.7	34.7	28.9

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
U of Alaska				
Anchorage, IIA	59.9	48.9	39.9	42.3
Fairbanks, I	63.7	49.1	37.5	30.1
Southeast, IIA	49.5	48.3	37.1	—

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Grad Sch of International Mgmt, IIA	49.6	44.0	38.3	—
Arizona St U, I	59.6	44.5	38.9	32.2
Grand Canyon U, IIB	38.0	32.7	28.7	21.9
Northern Arizona U, I	51.1	42.1	34.6	22.8
U of Arizona, I	60.1	43.0	37.8	26.7

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C, IIB	45.5	37.7	30.4	—
Arkansas St U				
Main campus, IIA	47.5	40.0	32.6	24.9
Beebe, III	—	—	28.7	21.6
Arkansas Tech U, IIB	41.7	35.8	33.1	25.9
Harding U, IIB	40.0	35.4	31.0	26.1
Henderson St U, IIB	42.2	37.5	30.8	24.5
Hendrix C, IIB	46.0	37.9	32.5	
John Brown U, IIB	36.6	30.8	27.6	—
Ouachita Baptist U, IIB	39.8	34.0	27.3	25.1
Southern Arkansas U				
Main campus, IIB	43.4	37.5	31.1	26.0
Tech, III	—	30.9	28.9	—
U of Arkansas				
Fayetteville, I	53.1	40.1	35.0	24.1
Little Rock, IIA	52.1	40.8	35.7	25.5
Monticello, IIB	41.4	35.0	30.5	26.7
Pine Bluff, IIB	36.3	32.8	29.3	24.0
U of Central Arkansas, IIA	49.0	40.0	32.4	25.3
U of the Ozarks, IIB	28.7	26.6	25.6	—
Williams Baptist C, IIB	—	—	23.7	21.8

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Azusa Pacific U, IIA	41.6	34.4	29.8	26.8
Biola U, IIA	42.7	34.9	28.3	—
California Inst of Tech, I	90.9	68.2	54.6	
California Lutheran U, IIB	45.7	37.7	31.2	29.4
Cal Maritime Academy, IIB	54.0	42.4	—	34.1
California St U				
Bakersfield, IIA	60.9	49.0	37.9	29.6
Chico, IIA	60.7	49.9	40.5	—
Dominguez Hills, IIA	61.0	48.3	40.3	—
Fresno, IIA	60.8	48.4	39.4	32.3
Fullerton, IIA	61.0	49.8	39.6	—
Hayward, IIA	61.1	50.1	39.6	33.7
Long Beach, IIA	60.8	49.5	41.1	—
Los Angeles, IIA	61.0	49.8	42.2	—
Northridge, IIA	60.9	47.9	40.7	32.8
Sacramento, IIA	61.1	49.2	40.0	
San Bernardino, IIA	60.0	49.9	40.4	32.1
San Marcos, IIA	60.6	49.5	42.2	
Stanislaus, IIA	60.6	47.3	39.1	—
Humboldt St U, IIA	60.0	48.0	39.9	—
Poly St U Pomona, IIA	61.4	51.4	42.2	—
California St U—Cont.				
Poly U San Luis Obispo, IIA	61.1	51.0	39.7	31.4
San Diego St U, IIA	60.7	48.6	41.6	34.0
San Francisco St U, IIA	60.5	49.4	40.6	33.0
San Jose St U, IIA	60.7	49.7	41.1	33.6
Sonoma St U, IIA	60.6	47.0	38.2	
Chapman U, IIA	50.3	42.1	36.8	—
Claremont Graduate Sch, I	75.1	53.9	42.9	
Claremont McKenna C, IIB	67.0	47.8	39.9	—
C of Notre Dame, IIB	43.2	35.4	30.6	—
Golden Gate U, I	64.2	44.4	39.0	
Harvey Mudd C, IIB	72.2	54.0	43.3	
Loyola Marymount U, IIA	68.4	52.0	40.0	31.1
Mennonite Brethren Bible Sem, IIA	—	34.6	—	
Mills C, IIA	58.7	44.7	35.6	—
Mount Saint Mary's C, IIB	42.4	36.4	32.0	27.7
Napa Valley C, III	51.3	47.4	—	42.4
Naval Postgraduate Sch, I	62.2	47.9	42.1	—
Occidental C, IIB	60.7	45.7	38.0	31.1
Ohlone C, III	53.8	47.8	43.3	39.3
Pacific Sch of Religion, IIA	44.9	—	—	
Pacific Union C, IIB	34.9	32.2	30.2	26.7
Pepperdine U, IIA	63.4	51.0	46.2	—
Pitzer C, IIB	61.9	—	37.5	
Point Loma Nazarene C, IIB	45.9	37.4	30.6	24.7
Pomona C, IIB	67.2	49.8	39.5	—
Saint Mary's C, IIA	58.2	45.5	37.5	—
Santa Clara U, IIA	73.4	53.6	46.3	
Sch of Theology Claremont, IIA	48.2	—	—	—
Scripps C, IIB	59.3	46.1	36.7	—
Southern California C, IIB	43.5	41.3	33.7	24.6
Southwestern U Sch of Law, IIA	69.4	51.0		—
Stanford U, I	86.5	61.7	48.3	
U of California				
Berkeley, I	78.1	53.0	44.0	
Davis, I	68.7	48.1	41.5	
Irvine, I	72.1	50.3	43.4	
Los Angeles, I	76.4	50.9	43.2	
Riverside, I	68.6	47.6	40.0	
San Diego, I	73.0	49.8	42.3	
San Francisco, I	64.3	46.3	39.7	
Santa Barbara, I	73.0	48.6	41.9	
Santa Cruz, I	67.3	48.2	41.0	
U of La Verne, IIA	44.4	34.1	30.2	
U of the Pacific, IIA	49.7	40.8	34.3	27.4
U of Redlands, IIA	52.6	42.2	36.2	
U of San Diego, IIA	66.4	49.0	42.5	32.1
U of Southern California, I	78.3	54.8	45.7	45.9
Westmont C, IIB	44.3	37.7	30.9	—
Whittier C, IIA	62.1	44.0	39.7	—
Woodbury U, IIA	—	35.6	33.6	—

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Colorado C, IIB	56.8	45.5	36.3	—
Colorado Mountain C, III	33.5	32.4	26.5	—
Colorado Sch of Mines, IIA	58.4	45.6	42.9	—
Colorado St U Sys				
Colorado St U, I	55.8	42.2	38.4	—
Fort Lewis C, IIB	42.2	36.2	33.7	27.4
U of Southern Colorado, IIA	45.0	39.3	34.0	25.6
Denver Conservative Baptist Sem, IIA	36.1			
Iliff Sch of Theology, IIA	53.7	—	—	—
St C's in Colorado				
Adams St C, IIA	43.9	36.3	31.3	29.5
Mesa St C, IIB	42.6	36.1	30.1	26.5
Metropolitan St C, IIB	45.6	39.6	33.4	25.5
Western St C, IIB	45.2	36.3	30.8	—
U of Colorado				
Boulder, I	64.2	48.9	40.3	28.1
Colorado Springs, IIA	52.4	40.3	37.2	25.6
Denver, IIA	57.4	44.1	39.8	30.0
Health Sciences Ctr, IIA	86.8	67.2	51.5	41.4
U of Denver, I	57.2	44.3	39.3	41.8
U of Northern Colorado, I	47.9	39.3	33.5	24.1

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C, IIB	38.6	32.0	27.1	24.4
Asnuntuck CC, III	49.2	—	36.9	
Connecticut C, IIB	54.5	42.4	32.5	29.6
Connecticut CC's, III	53.8	45.2	38.1	33.9
Connecticut St U Sys				
Central Conn St U, IIA	63.3	50.9	40.3	34.3
Connecticut St U Sys—Cont.				
Eastern Conn St U, IIA	64.0	49.1	39.0	
Southern Conn St U, IIA	61.5	49.7	42.7	31.6
Western Conn St U, IIA	62.0	50.9	40.7	—
Connecticut Tech C's, III	51.0	44.9	38.0	—
Fairfield U, IIA	64.6	52.2	42.7	34.3
Greater Hartford CC, III	51.0	—	35.0	—
Hartford Graduate Ctr, IIA	64.2	57.8	47.8	
Housatonic CC, III	54.3	—	—	—
Manchester CC, III	54.2	44.2	38.1	34.4
Mattatuck CC, III	53.9	44.6	39.6	—
Middlesex CC, III	54.8	45.5	40.3	—
Mohegan CC, III	55.0	42.8	37.2	—
Northwestern Conn CC, III	55.3	43.7	38.5	—
Norwalk CC, III	54.3	49.7	39.2	32.6
Quinebaug Valley CC, III	52.2	—	—	—
Quinnipiac C, IIB	56.6	44.8	36.8	32.2
Sacred Heart U, IIB	48.2	39.6	33.8	—
Saint Joseph C, IIA	55.5	44.3	37.0	—
South Central CC, III	52.9	—	39.5	34.5
Teikyo Post U, IIB	—	37.9	33.8	—
Trinity C, IIB	63.4	47.0	37.5	—
Tunxis CC, III	54.6	—	37.7	33.9
U of Bridgeport, IIA	50.4	40.4	35.3	28.0
U of Connecticut, I	69.2	52.4	42.6	42.2
U of Hartford, IIA	56.4	45.3	38.7	—
U of New Haven, IIA	49.2	44.2	36.2	—
Wesleyan U, IIA	69.3	47.5	39.7	
Yale U, I	86.1	50.7	40.6	36.9

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Delaware St C, IIA	48.3	40.0	33.0	27.6
Goldey-Beacom C, IIB	—	29.6	30.9	—
U of Delaware, I	66.2	48.4	38.9	27.9
Wesley C, IIB	42.2	34.7	30.5	25.9

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U, I	71.0	51.2	41.6	27.6
Catholic U of America, I	59.1	43.3	35.0	—
Gallaudet U, IIA	60.7	45.7	38.6	30.4
George Washington U, I	68.3	50.3	40.3	31.9
Georgetown U, I	80.3	52.8	40.5	39.8
Howard U, I	61.1	44.4	37.1	29.6
Mount Vernon C, IIB	—	35.2	28.9	
Trinity C, IIB	40.0	30.3	26.0	—

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Barry U, IIA	44.7	39.7	32.5	27.1
Eckerd C, IIB	45.8	38.4	32.0	
Embry-Riddle Aeronautical U, IIA	46.7	37.8	31.6	20.6
Florida Southern C, IIB	40.5	34.2	30.1	25.9
Jacksonville U, IIB	39.6	32.9	30.8	
Manatee CC, III	40.2	33.0	27.2	22.2
Miami-Dade CC, III	42.6	35.2	29.4	25.5
Pensacola JC, III	35.4	31.5	27.6	24.6
Rollins C, IIA	52.4	41.0	30.1	22.1
Saint Leo C, IIB	35.0	30.5	27.7	—
St Thomas U, IIB	43.0	48.6	31.4	—
St U Sys of Florida				
Florida A&M U, IIA	49.3	41.3	35.2	28.6
Florida Atlantic U, IIA	57.5	42.6	38.8	31.6
Fla International U, IIA	56.0	42.7	38.2	29.9
Florida St U, I	56.0	40.1	36.4	24.6
U of Central Florida, IIA	54.7	41.8	36.2	25.9
U of Florida, I	60.3	42.2	38.1	32.6
U of North Florida, IIB	49.4	39.1	35.4	26.2
U of South Florida, I	56.8	41.6	35.8	29.5
U of West Florida, IIA	48.2	38.9	34.9	27.1
Stetson U, IIA	55.3	41.0	34.4	—
U of Miami, I	62.4	45.6	39.2	27.7
U of Tampa, IIB	42.8	35.3	33.5	23.2
Warner Southern C, IIB	—	26.8	—	

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Agnes Scott C, IIB	48.3	39.0	32.4	—
Albany St C, IIB	41.0	38.3	30.5	24.3
Armstrong St C, IIB	44.3	36.3	30.1	25.8
Augusta C, IIB	48.7	37.9	33.8	25.0
Berry C, IIB	49.0	37.4	32.0	—
Brunswick C, III	41.9	34.2	30.3	26.6
Columbia Theological Sem, IIA	41.1	—		—
Columbus C, IIA	43.4	36.8	32.9	26.2
Covenant C, IIB	38.8	34.3	—	
DeKalb C, III	42.4	37.4	30.0	25.6
East Georgia C, III	—	34.6	30.5	—
Emory U, I	70.6	49.0	39.6	38.6
Floyd C, III	42.5	32.3	29.8	24.2
Gainesville C, III	42.5	34.9	29.1	25.0
Georgia C, IIA	43.2	35.6	32.7	24.8
Georgia Inst of Tech, I	64.6	48.0	43.5	24.9
Georgia Southern U, IIA	46.1	38.1	31.0	24.6
Ga Southwestern C, IIB	42.8	37.1	31.4	—
Georgia St U, I	60.7	44.1	37.1	27.1
Interdenominational Theological Ctr, IIA	39.8	33.6	—	
Kennesaw St C, IIA	50.2	39.9	32.8	25.3
Macon C, III	39.8	33.8	29.1	25.1
Mercer U all campuses, IIA	53.0	38.6	33.5	26.2
Middle Georgia C, III	37.4	34.2	28.5	24.4
Oglethorpe U, IIB	47.5	42.7	33.0	
Paine C, IIB	28.7	25.9	22.3	19.4
Piedmont C, IIB	39.2	31.4	28.2	
Reinhardt C, III	30.2	29.5	—	21.7
Savannah St C, IIB	44.9	35.4	31.2	28.2
Shorter C, IIB	35.9	29.9	28.7	22.2
Southern C of Tech, IIB	42.6	35.8	33.3	—
U of Georgia, I	58.7	41.6	35.8	24.3
Valdosta St C, IIA	46.0	37.5	32.1	27.8
West Georgia C, IIA	45.3	36.8	34.0	25.1

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
U of Hawaii				
Hilo, IIB	53.7	43.3	37.5	—
Manoa, I	67.7	50.6	42.5	33.5
West Oahu, IIB	—	—	36.7	

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Albertson C of Idaho, IIB	40.8	30.6	24.9	—
Boise St U, IIA	43.3	37.3	33.6	27.7
Idaho St U, IIA	44.0	37.9	32.1	28.0
Lewis-Clark St C, IIB	38.6	32.5	27.3	—
U of Idaho, I	49.4	39.7	36.6	27.3

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	51.4	41.1	33.1	28.6
Aurora U, IIB	40.0	36.2	31.2	29.0
Barat C, IIB	44.1	32.6	29.9	—
Bd of Governors U's				
Eastern Illinois U, IIA	42.4	35.2	32.7	22.7
Northeastern Ill U, IIA	42.5	34.3	32.2	
Western Illinois U, IIA	43.9	37.8	32.8	21.3
Bradley U, IIA	54.6	44.2	37.0	25.7
Chicago Theol Sem, IIA	50.0	—	—	
C of Saint Francis, IIB	42.4	39.1	33.6	—
Concordia U, IIB	35.6	30.9	25.6	—
De Paul U, IIA	63.9	48.4	41.1	33.4
Elmhurst C, IIB	48.0	39.8	31.9	28.9
Eureka C, IIB	37.1	32.2	27.7	—
Garrett-Evangelical Theological Sem, IIA	49.7	—	—	—
Greenville C, IIB	35.3	31.0	26.8	—
Illinois Benedictine C, IIA	44.5	37.5	32.4	
Illinois Bd of Regents Regency U's Sys				
Illinois St U, I	50.6	39.5	33.7	
Northern Illinois U, I	53.3	40.8	34.3	21.1
Sangamon St U, IIA	45.9	39.7	33.3	—
Illinois Central C, III	42.5	37.9	31.6	27.7
Illinois C, IIB	46.3	39.8	31.0	—
Illinois Inst of Tech, I	66.2	45.8	40.6	30.3
Illinois Wesleyan U, IIB	49.2	38.8	33.1	—
John A Logan C, III	45.3	38.7	33.1	32.8
Judson C, IIB	33.7	27.8	31.4	—
Kendall C, IIB		—	—	24.8
Knox C, IIB	48.0	39.2	32.3	30.3
Lake Forest C, IIB	58.1	45.6	35.9	—
Lewis U, IIA	43.4	36.3	31.6	27.5
Lincoln Christian C & Sem, IIB	34.2	—	29.3	
Loyola U Chicago, I	66.4	48.2	39.9	39.9
Lutheran Sch of Theology Chicago, IIA	43.5	—	—	
MacCormac C, III	—	—	23.6	—
MacMurray C, IIB	27.9	22.7	22.5	—
McCormick Theological Sem, IIA	40.3	—	—	
McKendree C, IIB	39.7	37.0	31.8	—
Mennonite C of Nursing, IIB			29.9	—
Millikin U, IIB	48.1	38.8	31.2	26.5
Monmouth C, IIB	43.5	34.1	29.3	—
National-Louis U, IIA	48.8	40.1	32.7	26.5
North Central C, IIB	45.5	39.4	34.1	27.7
North Park C, IIB	39.7	32.5	27.9	
Northwestern U, I	79.1	54.4	48.1	
Olivet Nazarene U, IIA	32.9	29.0	25.4	—
Parks C of Saint Louis U, IIB	52.2	48.8	37.6	—
Principia C, IIB	44.0	38.0	31.7	—
Quincy C, IIB	34.4	34.5	26.7	—

Continued on Following Page

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$80,400	$71,200	$65,300	$60,500	$55,000
Associate professor	54,400	50,900	47,900	44,700	41,600
Assistant professor	47,200	42,000	39,900	37,900	35,800
Instructor	41,200	33,500	30,300	27,600	24,900

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$64,600	$58,400	$51,400	$47,300	$43,500
Associate professor	50,800	46,200	42,100	39,500	36,500
Assistant professor	42,500	38,100	35,600	33,200	31,000
Instructor	34,200	31,300	28,600	26,600	24,400

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$60,600	$49,400	$44,100	$39,500	$35,100
Associate professor	46,000	40,100	36,800	33,600	30,300
Assistant professor	37,500	33,500	31,300	28,900	26,400
Instructor	32,800	29,000	26,300	24,600	22,500

Category III: 2-Year Institutions With Academic Ranks

	1+	1	2	3	4
Professor	$56,800	$51,000	$44,800	$41,200	$37,100
Associate professor	47,800	42,800	38,100	35,100	32,300
Assistant professor	40,300	35,400	32,600	30,200	27,600
Instructor	33,900	30,200	27,800	25,900	23,800

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
No rank	$49,200	$40,500	$32,300	$29,000	$26,300

Note: The scale is based on the distribution of 2,072 institutions by average salary for 1991-92, rounded to the nearest hundred dollars. The figures cover full-time members of the instructional staff excluding those in medical schools. The salaries are adjusted to a standard nine-month work year. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $66,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th percentile ($65,300) and the 80th percentile ($71,200).

Average Faculty Salaries at 1,800 Institutions—Continued

ILLINOIS—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Richland CC, III	38.7	35.1	30.5	29.6
Rockford C, IIB	37.5	31.6	28.0	—
Roosevelt U, IIA	44.5	38.6	32.6	—
Rosary C, IIA	44.7	37.5	32.9	—
Saint Xavier C, IIB	44.1	37.1	30.5	—
Sch of the Art Inst of Chicago, IIA	45.6	35.0	29.4	
Southern Illinois U				
Carbondale, I	52.2	40.1	32.3	26.9
Edwardsville, IIA	49.6	42.6	35.8	27.8
Trinity Christian C, IIB	39.7	37.5	32.8	25.5
Trinity C, IIB	—	34.4	28.4	—
Trinity Evangelical Divinity Sch, IIA	44.4	40.5	33.3	—
U of Chicago, I	83.3	54.4	48.7	34.8
U of Illinois				
Chicago, I	61.2	44.6	38.9	27.9
Urbana-Champaign, I	65.2	46.3	40.9	—
Wheaton C, IIA	48.5	41.6	35.0	—
William Rainey Harper C, III	61.5	51.8	38.9	32.5

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Anderson U, IIB	39.0	31.3	29.0	27.2
Ball St U, I	49.0	39.6	32.4	21.2
Butler U, IIA	49.7	41.0	33.3	31.2
DePauw U, IIB	51.7	39.8	32.3	
Earlham C, IIB	50.0	36.8	33.8	
Goshen C, IIB	36.3	32.1	24.4	
Hanover C, IIB	50.7	38.8	32.6	26.8
Huntington C, IIB	42.3	35.8	29.8	—
Indiana St U, I	47.8	38.0	31.8	23.2
Indiana U				
Bloomington, I	63.9	45.0	37.1	—
East, IIB	46.0	36.3	29.9	
Purdue U-Fort Wayne, IIA	47.6	38.6	31.2	21.5
Indianapolis, IIA	60.3	43.9	38.1	
Kokomo, IIB	49.0	41.5	33.5	
Northwest, IIA	51.9	41.3	34.7	
South Bend, IIA	49.8	41.7	37.1	—
Southeast, IIA	51.4	38.4	32.0	
Indiana Wesleyan U, IIB	34.5	29.9	25.7	
Manchester C, IIB	39.8	32.2	28.9	—
Oakland City C, IIB	—	25.5	23.6	—
Purdue U				
Main campus, I	66.8	45.9	38.7	23.8
Calumet, IIA	48.3	39.1	33.8	23.2
North Central, III	44.8	37.2	30.6	—
Rose-Hulman Inst of Tech, IIB	55.2	49.1	43.0	
Saint Joseph's C, IIB	36.6	35.6	31.7	—
Saint Mary's C, IIB	51.2	38.8	32.3	—
Saint Meinrad C, IIB	34.3	—	—	—
Saint Meinrad Sch of Theology, IIA	—	28.1	25.0	
Summit Christian C, IIB	—	23.6	—	
Taylor U, IIB	36.3	33.2	28.8	—
Tri-State U, IIB	39.0	32.7	30.5	—
U of Evansville, IIA	45.0	37.6	33.1	—
U of Indianapolis, IIA	43.4	36.9	32.0	30.3
U of Notre Dame, I	75.6	52.8	44.7	40.1
U of Southern Indiana, IIA	45.5	41.0	34.1	28.9
Valparaiso U, IIA	50.3	39.0	34.6	26.6
Vincennes U, III	39.5	33.5	29.1	26.2
Wabash C, IIB	58.1	44.5	36.2	

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C, IIB	36.2	31.3	29.1	23.8
Buena Vista C, IIB	49.1	41.7	31.8	29.5
Central U of Iowa, IIB	42.5	39.0	31.8	26.4
Clarke C, IIB	40.6	33.6	26.8	23.6
Coe C, IIB	47.8	38.4	29.6	—
Cornell C, IIB	55.4	41.5	35.5	—
Dordt C, IIB	37.0	32.6	29.2	25.7
Drake U, IIA	53.7	41.5	37.0	26.7
Faith Baptist Bible C, IIB	25.7	—	—	—
Graceland C, IIB	36.2	30.7	26.8	—
Grinnell C, IIB	58.2	44.2	35.0	—
Iowa St U, I	63.8	47.1	38.2	24.0
Iowa Valley CC Dist, III	35.9	30.2	25.6	—
Loras C, IIB	38.6	33.6	29.8	—
Luther C, IIB	45.3	36.7	31.2	27.6
Morningside C, IIB	38.5	32.8	29.9	—
Mount Mercy C, IIB	—	33.4	31.2	26.2
Northwestern C, IIB	39.5	34.0	28.6	24.5
Palmer C of Chiropractic, IIA	43.4	34.9	28.5	23.4
St Ambrose U, IIB	38.3	33.8	29.5	—
Simpson C, IIB	45.8	37.3	30.6	27.7
Teikyo Marycrest U, IIB	37.6	32.3	27.9	—
Teikyo Westmar U, IIB	35.5	30.3	26.9	23.3
U of Iowa, I	65.0	47.5	39.6	37.5
U of Northern Iowa, IIA	53.1	43.0	35.7	29.3
Waldorf C, III	33.1	—	25.8	
Wartburg C, IIB	41.5	35.3	30.0	24.1
Wartburg Theol Sem, IIB	36.7	—	—	

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U, IIB	34.4	29.8	25.3	
Benedictine C, IIB	29.0	28.1	24.9	23.4
Bethany C, IIB	33.1	28.8	24.3	—
Bethel C, IIB	28.8	25.8	23.2	—
Emporia St U, IIA	41.3	37.2	30.7	25.0
Fort Hays St U, IIA	42.6	36.3	30.9	25.5
Friends U, IIB	30.5	28.1	26.3	—
Kansas St U, I	51.6	39.7	35.3	25.5
Kansas Wesleyan U, IIB	29.7	26.8	23.1	21.1
McPherson C, IIB	29.5	24.4	22.6	—
Ottawa U, IIB	29.2	25.7	23.8	21.4
Pittsburg St U, IIA	42.9	37.6	30.6	—
Saint Mary C, IIB	33.6	28.0	24.2	20.1
Saint Mary of the Plains C, IIB	—	26.7	24.2	—
Tabor C, IIB	29.0	24.9	21.4	—
U of Kansas main campus, I	54.1	40.6	34.3	26.1
Washburn U, IIA	55.4	41.1	30.8	27.7
Wichita St U, IIA	53.0	39.0	34.0	22.3

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C, III	—	22.1	20.4	18.1
Asbury C, IIB	36.7	30.9	27.0	22.4
Asbury Theol Sem, IIA	40.7	—	—	
Bellarmine C, IIA	44.2	35.8	31.4	—
Berea C, IIB	49.7	38.1	32.0	27.6
Brescia C, IIB	—	30.2	26.5	—
Campbellsville C, IIB	32.0	26.2	21.8	19.9

KENTUCKY—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Centre C, IIB	48.5	38.8	33.0	29.6
Cumberland C, IIB	33.9	28.1	25.2	23.5
Eastern Kentucky U, IIA	48.4	42.4	36.6	27.5
Georgetown C, IIB	39.3	33.6	29.1	—
Kentucky St U, IIB	44.9	39.9	32.7	22.8
Kentucky Wesleyan C, IIB	36.2	31.2	29.0	19.6
Lees C, III	—	—	21.2	23.3
Lindsey Wilson C, IIB		33.7	27.4	24.0
Morehead St U, IIA	47.1	38.5	31.6	24.3
Murray St U, IIA	44.4	38.9	33.9	25.0
Northern Kentucky U, IIA	49.2	41.4	33.0	28.1
Pikeville C, IIB	32.3	29.5	25.5	—
Spalding U, IIB	33.4	28.8	26.1	—
Thomas More C, IIB	35.8	30.7	25.5	—
Transylvania U, IIB	42.2	38.7	31.5	—
Union C, IIB	28.5	25.7	23.5	21.0
U of Kentucky, I	61.6	46.0	40.1	44.2
U of Kentucky CC Sys, III	41.6	32.8	27.1	25.1
U of Louisville, I	57.1	43.5	35.4	28.3
Western Kentucky U, IIA	45.8	39.3	34.3	27.1

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of Louisiana, IIB	50.1	38.8	32.5	22.7
Louisiana C, IIB	37.3	30.8	28.3	—
Louisiana St U Sys				
A&M C, I	59.3	44.3	37.9	25.9
Alexandria, III	39.4	32.9	25.7	28.8
Eunice, III	—	32.6	29.2	26.7
Shreveport, IIA	45.9	42.1	33.8	26.7
U of New Orleans, IIA	51.2	38.7	34.8	22.4
Louisiana Tech U, IIA	46.9	40.9	34.7	22.5
Loyola U, IIA	55.6	43.1	34.2	27.4
McNeese St U, IIA	45.6	37.5	32.5	25.5
Nicholls St U, IIB	43.4	36.9	32.8	25.7
Northeast Louisiana U, IIA	45.4	37.1	33.1	23.3
Northwestern St U, IIA	41.2	36.7	31.6	26.2
Our Lady of Holy Cross C, IIB	—	28.3	26.5	—
Southeastern La U, IIA	46.7	41.2	33.6	25.5
Southern U Shreveport, III	—	30.1	28.3	25.3
Tulane U, I	67.5	50.5	40.3	—
U of Southwestern La, I	50.9	40.0	36.0	26.7
Xavier U of Louisiana, IIA	40.6	35.3	30.7	23.1

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bates C, IIB	60.4	44.3	36.1	33.9
Bowdoin C, IIB	62.0	45.2	37.2	—
Colby C, IIB	66.4	46.0	35.4	—
Husson C, IIB	37.9	33.9	29.2	—
Saint Joseph's C, IIB	—	30.0	26.7	
U of Maine Sys				
U of Maine, I	55.7	42.7	35.6	24.6
Augusta, III	42.3	35.4	29.2	—
Farmington, IIB	45.8	34.4	28.8	28.8
Fort Kent, IIB	42.7	33.5	30.5	
Machias, IIB	44.9	36.0	27.8	
Presque Isle, IIB	42.9	34.4	30.0	—
U of Southern Maine, IIA	56.3	42.7	36.3	28.6
U of New England, IIA	39.7	34.1	28.7	—

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	42.2	36.0	30.2	23.1
Anne Arundel CC, III	50.9	42.9	33.9	30.4
Capitol C, IIB	—	36.3	—	
Catonsville CC, III	51.2	42.6	35.2	27.7
Cecil CC, III	43.5	38.8	33.2	25.1
Charles County CC, III	45.2	36.4	31.7	—
Chesapeake C, III	40.2	36.1	31.9	27.4
C of Notre Dame of Md, IIB	44.3	37.4	29.5	—
Columbia Union C, IIB	25.6	27.4	25.2	24.5
Dundalk CC, III	49.2	41.8	33.7	—
Essex CC, III	51.1	42.8	34.4	27.9
Frederick CC, III	—	40.6	33.6	—
Garrett CC, III	—	—	24.3	
Goucher C, IIB	49.7	37.3	32.5	—
Hagerstown JC, III	44.8	37.0	30.2	—
Harford CC, III	48.3	43.8	36.6	28.1
Hood C, IIA	54.0	42.6	35.5	—
Howard CC, III	50.9	41.9	34.5	28.5
Johns Hopkins U, I	75.5	51.5	41.8	38.1
Loyola C in Md, IIA	59.0	47.5	38.7	—
Montgomery C				
Germantown, III	49.4	40.9	35.4	—
Rockville, III	50.8	40.4	36.3	29.6
Takoma Park, III	51.2	39.3	36.8	—
Morgan St U, IIA	56.4	47.0	40.4	30.0
Mount Saint Mary's C and Sem, IIB	46.1	37.5	30.1	23.3
New CC of Baltimore, III	41.4	36.1	29.3	26.4
Prince George's CC, III	51.8	43.9	35.4	30.8
Saint Mary's C of Md, IIB	53.2	39.3	32.6	—
U S Naval Academy, IIB	56.5	46.5	35.5	27.0
U of Maryland Sys				
C Park, I	68.6	48.3	40.8	28.9
Baltimore, I	70.8	53.4	41.6	30.8
Baltimore County, I	65.1	44.8	39.2	26.9
Eastern Shore, IIA	52.3	45.8	38.7	39.7
Bowie St U, IIA	52.2	42.1	35.4	32.0
Coppin St C, IIB	53.9	42.4	36.5	—
Frostburg St U, IIA	50.8	42.9	36.1	31.5
Salisbury St U, IIA	53.2	44.2	36.1	29.8
Towson St U, IIA	53.7	44.4	38.3	31.1
U of Baltimore, IIA	64.5	56.2	44.7	
Washington Bible C, IIB	—	22.0	—	
Washington C, IIB	49.0	42.0	34.3	
Western Maryland C, IIB	48.2	39.5	32.0	—
Wor-Wic Tech CC, III	—	34.7	33.5	28.6

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	69.3	48.3	40.1	
Andover Newton Theological Sch, IIA	40.2	—	—	—
Anna Maria C, IIB	—	37.6	31.2	—
Assumption C, IIB	47.0	40.1	32.4	—
Babson C, IIB	70.9	58.1	48.4	46.9
Bentley C, IIA	67.0	53.5	45.3	38.3
Berklee C of Music, IIB	48.0	39.1	31.2	—
Boston C, I	69.9	52.7	47.2	41.2
Bradford C, IIB	43.9	34.3	30.4	25.0
Brandeis U, I	63.2	45.2	37.3	—
Clark U, IIA	65.3	46.3	40.0	—
C of the Holy Cross, IIB	63.9	46.6	37.4	—
C of Our Lady of the Elms, IIB	—	36.1	29.2	—
Dean JC, III	34.2	35.6	28.9	25.2
Emerson C, IIA	64.4	47.9	38.1	25.7
Emmanuel C, IIB	44.2	41.8	33.2	—

MASSACHUSETTS—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Gordon C, IIB	40.8	33.5	29.6	—
Gordon-Conwell Theological Sem, IIA	47.3	36.5		
Hampshire C, IIB	53.4	43.7	34.1	
Harvard U, I	92.2	52.0	47.8	46.6
Lasell C, IIB	—	—	29.3	—
Mass Higher Education Coordinating Board				
U of Mass Amherst, I	61.9	47.2	37.6	—
U of Mass Boston, IIA	58.8	47.9	40.0	
U of Mass Dartmouth, IIA	50.1	42.4	36.0	—
U of Mass Lowell, I	58.6	47.2	40.3	29.2
Fitchburg St C, IIA	46.0	38.2	33.5	26.3
Mass C of Art, IIB	45.5	34.7	32.0	—
Mass Maritime Acad, IIB	44.8	39.2	—	
North Adams St C, IIB	44.9	36.7	31.4	24.2
Westfield St C, IIA	46.6	37.9	33.9	
North Shore CC, III	39.1	31.1	28.3	28.2
Springfield Tech CC, III	40.4	32.9	30.0	27.9
Mass Inst of Tech, I	83.9	60.1	49.5	33.5
Merrimack C, IIB	51.3	39.3	32.4	
Mount Holyoke C, IIB	65.5	46.8	37.6	35.6
Northeastern U, I	65.4	50.5	44.2	—
Pine Manor C, IIB	45.3	35.7	32.0	
Regis C, IIB	48.3	39.8	32.5	—
Simmons C, IIA	55.4	43.6	33.2	31.4
Smith C, IIA	67.8	48.3	38.1	32.6
Springfield C, IIA	48.0	36.3	29.5	26.5
Stonehill C, IIB	48.1	40.6	33.4	
Suffolk U, IIA	66.7	50.0	44.6	30.1
Tufts U, I	72.1	51.7	42.4	
Wellesley C, IIB	68.1	49.7	41.3	—
Western New England C, IIA	64.2	46.7	43.2	33.3
Wheaton C, IIB	57.5	41.9	32.1	—
Wheelock C, IIA	52.0	40.2	34.9	—
Williams C, IIB	66.4	47.1	38.3	
Worcester Polytech Inst, IIA	61.6	49.0	42.8	

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C, IIB	37.8	32.2	28.0	24.0
Albion C, IIB	50.6	40.2	32.8	29.6
Alma C, IIB	48.5	37.7	31.6	27.4
Aquinas C, IIB	36.3	30.1	26.1	
Calvin C, IIB	42.9	37.9	34.5	28.2
Ctr for Creative Studies, IIB	37.2	30.3	24.3	—
Central Michigan U, IIA	55.7	45.6	37.3	30.0
Concordia C, IIB	28.8	25.2	21.3	—
Delta C, III	51.5	46.0	40.5	33.2
Eastern Michigan U, IIA	52.8	42.3	37.0	30.9
Ferris St U, IIA	47.0	41.3	36.8	33.9
GMI Engineering and Management Inst, IIB	52.9	44.3	39.1	—
Grand Rapids Baptist C, IIB	32.4	26.7	23.8	—
Grand Valley St U, IIA	51.3	43.8	35.0	28.4
Hope C, IIB	48.5	39.2	31.4	—
Kalamazoo C, IIB	50.2	39.9	33.5	—
Lake Superior St U, IIB	45.9	40.4	33.6	26.0
Lansing CC, III	41.5	38.2	33.9	30.1
Madonna U, IIB	43.5	36.2	32.2	27.7
Marygrove C, IIB	38.0	32.3	25.1	—
Michigan St U, I	62.4	47.3	38.9	28.2
Michigan Tech U, IIA	63.8	45.3	39.0	28.4
Nazareth C, IIB	—	—	24.6	
Northern Michigan U, IIA	52.0	43.2	32.4	28.7
Oakland U, IIA	56.3	47.4	38.7	36.8
Olivet C, IIB	37.1	—	25.8	—
Reformed Bible C, IIB	28.3	—		
Saginaw Valley St U, IIA	46.2	40.6	34.8	30.0
Siena Heights C, IIB	—	32.7	28.9	—
Spring Arbor C, IIB	34.2	30.9	27.0	—
Thomas M Cooley Law Sch, IIA	79.0	67.4	49.4	
U of Michigan				
Ann Arbor, I	73.3	53.8	45.5	33.5
Dearborn, IIA	52.8	43.2	38.3	—
Flint, IIA	54.4	44.6	37.6	—
Wayne St U, I	64.6	49.9	42.9	—
Western Michigan U, I	55.4	44.8	36.3	24.6
Western Theol Sem, IIA	39.5	—	—	—

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C, IIB	40.9	34.1	29.6	—
Bethel C, IIB	39.4	32.5	28.4	24.3
Carleton C, IIB	58.5	45.5	37.1	—
C of Saint Benedict, IIB	44.1	36.8	30.4	26.0
C of Saint Scholastica, IIB	46.1	37.7	31.6	28.2
Concordia C Moorhead, IIB	48.8	39.8	33.2	29.5
Concordia C Saint Paul, IIB	38.7	34.5	30.3	—
Gustavus Adolphus C, IIB	46.1	38.6	32.1	24.9
Macalester C, IIB	59.4	45.1	35.2	—
Minneapolis C of Art Design, IIB	37.8	31.3	25.9	
Northwestern C, IIB	36.1	32.6	28.8	—
Northwestern C of Chiropractic, IIA		34.6	30.5	—
Saint John's U, IIB	48.6	40.6	32.6	—
Saint Mary's C, IIA	45.3	37.0	27.2	—
Saint Olaf C, IIB	52.1	40.5	33.9	28.4
St U Sys of Minnesota				
Bemidji St U, IIA	48.5	37.3	32.6	24.3
Metropolitan St U, IIB	49.6	40.1	35.3	27.2
Moorhead St U, IIA	49.7	40.2	32.3	25.9
Winona St U, IIB	49.7	40.9	33.9	25.2
United Theological Sem of the Twin Cities, IIA	35.7	—	—	
U of Minnesota				
Twin Cities, I	63.0	45.9	40.0	33.0
Duluth, IIA	54.6	43.4	36.7	27.9
Morris, IIB	50.0	36.2	31.0	28.2
Crookston, III	—	39.4	33.9	27.3
Waseca, III	—	40.1	34.6	—
U of Saint Thomas, IIA	54.4	40.8	34.1	31.6

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	34.0	31.4	28.0	20.1
Belhaven C, IIB	32.6	28.6	26.3	
Delta St U, IIA	36.1	29.7	26.6	21.6
Jackson St U, IIA	37.9	33.2	30.4	23.6
Millsaps C, IIB	48.6	35.5	31.7	—
Mississippi St U, I	47.8	38.2	34.4	22.0
Miss U for Women, IIA	35.6	—	27.1	23.5
Mississippi Valley St U, IIB	33.6	30.1	25.2	22.5
Reformed Theol Sem, IIA	48.0	42.3	—	
Rust C, IIB	—	23.8	25.4	20.9
Tougaloo C, IIB	23.7	14.9	19.5	15.5
U of Mississippi, I	49.0	37.4	35.1	23.1
U of Southern Mississippi, I	53.9	40.6	34.1	24.2
William Carey C, IIB	25.4	26.2	26.8	24.8

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Avila C, IIB	35.3	31.0	25.4	25.6
Baptist Bible C, IIB	—	29.2	23.8	—
Central Bible C, IIB	37.2	30.6	25.0	—

MISSOURI—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Central Christian C of the Bible, IIB	26.2			
Central Methodist C, IIB	37.7	30.5	27.3	22.9
Central Missouri St U, IIA	48.4	41.2	35.1	25.3
C of the Ozarks, IIB	42.1	36.2	33.1	—
Columbia C, IIB	35.1	30.2	26.1	—
Concordia Sem, IIA	33.7	29.7	25.7	
Cottey C, III	37.9	32.3	27.2	—
Covenant Theol Sem, IIA	—	28.5	—	
Culver-Stockton C, IIB	39.0	32.5	27.9	—
Drury C, IIB	41.4	35.2	29.6	—
Fontbonne C, IIB	32.9	26.6	23.2	—
Hannibal-La Grange C, III	—	27.7	23.9	—
Harris-Stowe St C, IIB	34.3	28.7	29.0	25.8
Kansas City Art Inst, IIB	40.7	35.4	28.0	23.6
Lincoln U, IIA	38.3	32.2	28.9	23.8
Lindenwood C, IIA	36.9	32.6	27.6	26.9
Logan C of Chiropractic, IIB	—	33.8	28.4	25.2
Maryville C, IIA	42.1	33.8	27.4	24.3
Missouri Southern St C, IIB	47.6	38.7	32.1	28.4
Missouri Valley C, IIB	—	30.6	26.0	22.4
Missouri Western St C, IIB	42.7	36.0	30.4	24.3
Nazarene Theol Sem, IIA	34.9	—	—	
Northeast Mo St U, IIA	49.7	40.4	33.5	26.6
Northwest Mo St U, IIA	46.5	36.5	31.9	24.1
Park C, IIB	34.5	29.8	26.2	—
Rockhurst C, IIB	44.3	37.9	32.8	28.0
Saint Louis C of Pharmacy, IIB	49.7	43.1	37.7	—
Saint Louis CC				
Florissant, III	47.3	41.0	35.7	—
Forest Park, III	47.1	41.1	33.5	30.2
Meramec, III	47.4	40.3	33.7	29.2
Saint Louis U, I	58.6	43.6	36.7	30.1
Southeast Mo St U, IIA	44.1	38.4	32.4	26.9
Southwest Mo St U, IIA	48.7	41.1	34.9	24.9
U of Missouri				
Columbia, I	53.0	39.8	36.7	25.0
Kansas City, I	50.4	39.8	34.3	26.7
Rolla, I	55.7	43.2	38.9	—
St Louis, I	52.9	41.7	36.4	40.5
Washington U, I	72.6	50.2	42.0	36.8
Webster U, IIA	45.1	37.1	28.8	—
Westminster C, IIB	42.5	36.4	28.9	—
William Jewell C, IIB	40.8	32.5	29.0	23.3
William Woods C, IIB	35.3	28.1	27.8	24.6

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C, IIB	37.4	31.2	26.4	
Montana U Sys				
Eastern Montana C, IIA	37.6	32.1	27.8	23.9
Montana C of Mineral Science and Tech, IIA	45.9	38.0	32.0	26.5
Montana St U, I	47.7	39.5	34.0	27.5
U of Montana, I	40.0	33.0	31.6	22.2
Western Montana C, IIA	35.4	29.5	27.1	—
Rocky Mountain C, IIB	32.9	27.0	23.2	

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bishop Clarkson C, IIB	—	36.2	35.2	30.9
C of Saint Mary, IIB	—	30.8	28.1	24.3
Creighton U, IIA	59.4	42.6	34.3	22.0
Dana C, IIB	30.0	27.1	25.0	—
Doane C, IIB	40.4	34.5	29.8	—
Hastings C, IIB	37.3	32.6	27.1	23.3
Nebraska Wesleyan U, IIB	43.3	35.4	30.4	—
Peru St C, IIB	46.8	38.2	32.4	26.2
Union C, IIB	30.7	28.8	—	—
U of Nebraska				
Kearney, IIA	47.9	39.4	33.8	27.8
Lincoln, I	61.0	45.1	39.0	24.7
Omaha, IIA	49.0	41.7	38.1	29.0
Wayne St C, IIA	46.4	39.5	31.5	24.7

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Las Vegas, IIA	60.0	48.3	39.2	
Reno, I	61.1	46.5	39.5	—

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C, IIB	40.2	32.8	27.2	—
Dartmouth C, I	73.3	49.7	41.4	—
Franklin Pierce C, IIB	35.5	35.5	29.7	25.8
Franklin Pierce Law Ctr, IIA	58.9			
New England C, IIB	39.3	31.8	25.1	—
New Hampshire C, IIA	44.4	37.5	30.8	—
Rivier C, IIA	45.4	35.3	31.9	—
Saint Anselm C, IIB	48.0	37.7	32.8	27.1
U Sys of New Hampshire				
U of New Hampshire, I	56.0	43.0	34.6	—
Plymouth St C, IIB	47.3	38.2	33.0	—

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic CC, III	46.8	45.1	37.1	—
Bergen CC, III	61.6	52.0	38.9	31.1
Bloomfield C, IIB	44.8	37.2	31.5	—
Brookdale CC, III	55.5	44.8	36.4	31.2
Burlington County C, III	52.8	50.2	41.8	32.7
Caldwell C, IIB	42.3	35.1	28.4	25.4
Camden County C, III	55.4	49.0	42.3	—
Centenary C, IIB	—	28.2	23.6	—
C of Saint Elizabeth, IIB	39.7	36.2	28.8	
County C of Morris, III	55.2	45.9	37.1	30.3
Cumberland County C, III	—	41.5	34.8	28.5
Drew U, I	56.8	43.5	35.2	—
Essex County C, III	63.7	55.4	48.6	34.0
Fairleigh Dickinson U, IIA	49.8	42.6	36.9	29.6
Felician C, IIB	—	30.9	27.4	—
Georgian Court C, IIB	47.0	38.2	34.4	28.3
Glassboro St C, IIB	64.3	51.9	41.0	
Gloucester County C, III	53.1	49.4	47.8	40.0
Jersey City St C, IIB	66.9	51.3	40.0	
Kean C of New Jersey, IIA	62.9	50.4	40.6	
Mercer County CC, III	50.2	43.3	33.7	28.3
Middlesex County C, III	58.9	54.0	44.5	33.5
Monmouth C, IIA	56.5	47.3	36.6	
Montclair St C, IIA	62.8	50.8	40.5	29.8
New Jersey Inst of Tech, IIA	76.9	60.1	49.9	
Ocean County C, III	60.0	54.3	38.5	28.7
Passaic County CC, III	—	43.6	29.0	25.4
Princeton Theol Sem, I	67.8	52.3	40.2	
Princeton U, I	88.2	52.3	41.3	34.7
Ramapo C of NJ, IIB	63.2	51.8	40.2	—
Raritan Valley CC, III	53.9	44.5	37.5	29.8
Rider C, IIA	59.3	50.7	46.4	—
Rutgers U				
Camden, IIA	82.0	59.4	48.3	30.4
New Brunswick, I	79.9	57.9	45.4	29.4
Newark, IIA	83.5	60.6	49.7	34.6
Saint Peter's C, IIB	41.3	35.2	28.9	27.8
Salem CC, III	—	—	37.9	31.2
Seton Hall U, IIA	67.3	50.2	40.9	35.1
Stevens Inst of Tech, IIA	61.6	46.9	41.1	—
Stockton St C, IIB	63.1	49.7	38.8	30.6

NEW JERSEY—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Trenton St C, IIB	63.3	52.0	41.5	30.8
Union County C, III	55.4	44.3	36.4	26.6
Upsala C, IIB	42.9	33.7	26.7	23.6
Westminster Choir C, IIA	37.4	26.0	22.6	—
William Paterson C, IIB	63.8	50.8	40.5	—

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Santa Fe, IIB	37.5	31.6	27.4	
C of the Southwest, IIB			26.6	—
Eastern New Mexico U				
Main campus, IIA	43.4	35.2	29.2	—
Roswell, III		—	—	27.3
New Mexico Inst of Mining and Tech, I	46.0	37.8	38.4	—
New Mexico St U				
Main campus, I	49.3	40.8	34.1	25.4
Alamogordo, III	—	—	—	24.8
Carlsbad, III	—	—	29.0	26.5
Grants, III	—	—	—	21.7
Dona Ana, III	—	31.0	27.6	23.8
San Juan C, III	38.5	32.6	31.5	30.5
U of New Mexico				
Main campus, I	54.2	40.5	36.4	—
Western New Mexico U, IIB	43.6	34.8	30.1	—

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Adelphi U, I	58.3	47.6	37.9	
Albany C of Pharmacy, IIB	48.0	41.9	36.3	—
Albany Law Sch, IIA	90.2	—	58.5	
Alfred U, IIA	49.3	40.1	35.7	27.5
Bard C, IIB	60.7	44.3	34.6	
Barnard C, IIB	67.3	44.4	36.8	26.1
Canisius C, IIB	51.5	45.2	36.4	—
Cazenovia C, IIB	39.3	32.3	28.4	—
Clarkson U, I	68.4	50.4	44.8	36.1
Colgate U, IIB	63.2	47.9	38.2	—
C of Aeronautics, III	42.8	38.9	33.1	29.5
C of Mount Saint Vincent, IIB	—	35.6	30.9	28.8
C of New Rochelle, IIA	49.6	41.8	34.1	
C of Saint Rose, IIA	46.5	38.7	33.1	26.1
Columbia U, I	82.0	54.5	42.0	38.5
Columbia U Teachers C, I	68.4	52.7	39.2	26.1
Concordia C, IIB	34.1	28.8	25.4	—
Cooper Union, IIB	66.7	49.9	43.1	
Cornell U Endowed C's, I	74.9	52.0	46.0	
Daemen C, IIB	41.2	36.7	28.9	30.3
Dominican C, IIB	—	37.8	31.6	26.2
Dowling C, IIB	59.9	54.2	44.9	35.5
D'Youville C, IIB	35.2	34.4	29.4	—
Elmira C, IIB	43.7	30.9	26.8	
Fordham U, I	70.9	53.9	42.0	36.0
Hamilton C, IIB	61.3	45.4	35.2	32.5
Hartwick C, IIB	47.6	40.6	33.0	
Hilbert C, III	—	—	—	22.0
Hobart and William Smith C's, IIB	59.7	45.8	35.5	—
Hofstra U, I	66.0	50.8	44.0	37.7
Houghton C, IIB	36.2	31.5	26.2	
Iona C, IIA	57.9	44.5	37.4	30.0
Ithaca C, IIB	53.7	42.7	34.7	25.7
Keuka C, IIB	37.1	31.1	25.9	—
Le Moyne C, IIB	49.4	39.8	33.0	—
Long Island U, IIA	56.2	47.4	37.1	31.4
Manhattan C, IIA	54.4	45.6	37.1	—
Marist C, IIB	51.8	43.1	34.9	27.9
Marymount C, IIB	43.4	35.8	32.1	
Marymount Manhattan C, IIB	—	34.5	29.5	
Medaille C, IIB	37.3	32.1	25.4	—
Mercy C, IIB	41.8	34.1	28.1	—
Molloy C, IIB	45.9	36.9	31.0	24.7
Mount Saint Mary C, IIB	47.1	36.6	32.4	26.6
Nazareth C of Rochester, IIB	50.0	41.9	33.3	
New Sch for Social Research, I	68.6	51.6	39.2	
New York C of Podiatric Medicine, IIA	55.1	50.1	—	
New York Inst of Tech, IIA	56.8	46.8	37.7	33.0
New York U, I	81.2	55.0	47.4	31.0
Niagara U, IIA	47.0	40.0	34.0	28.6
Pace U, IIA	60.2	47.2	38.1	—
Pace U Sch of Law, IIA	92.2	74.3	53.3	
Rensselaer Polytech Inst, I	70.7	52.4	44.6	
Rochester Inst of Tech, IIA	53.9	45.1	38.8	31.2
Russell Sage C, IIA	43.4	36.5	31.4	26.8
Sage JC of Albany, III	33.6	27.5	25.2	—
Saint Bonaventure U, IIA	47.6	39.6	36.1	34.2
St Francis C, IIB	51.2	42.5	32.3	—
St John Fisher C, IIB	48.6	40.4	34.1	—
Saint Joseph's C, IIB	44.1	36.0	31.8	25.8
St Lawrence U, IIB	61.5	45.7	35.4	—
St Thomas Aquinas C, IIB	46.1	38.6	34.1	—
Siena C, IIB	48.9	39.7	33.4	—
Skidmore C, IIB	59.4	46.2	37.8	—
St U of New York				
Albany, I	71.2	51.8	39.1	
Binghamton, I	69.0	49.9	39.4	
Buffalo, I	73.5	52.7	40.6	25.4
Stony Brook, I	73.7	52.1	40.2	31.8
C at Brockport, IIA	58.4	48.2	38.4	—
C at Buffalo, IIA	52.3	42.1	34.0	31.1
C at Cortland, IIA	51.2	41.2	32.4	—
Empire St C, IIB	53.3	43.2	35.1	—
C at Fredonia, IIA	56.3	43.5	34.2	26.1
C at Geneseo, IIA	53.4	40.4	32.4	27.9
C at New Paltz, IIA	54.5	44.3	36.4	
C at Old Westbury, IIB	59.1	46.0	35.3	29.0
C at Oneonta, IIA	52.7	41.9	34.7	
C at Oswego, IIA	52.3	42.0	32.6	—
C at Plattsburgh, IIA	53.3	42.7	33.4	—
C at Potsdam, IIA	52.9	41.0	32.3	27.6
C at Purchase, IIB	51.7	40.8	34.1	—
C of Environmental Science & Forestry, IIA	57.1	45.2	37.6	—
Maritime C, IIB	53.6	41.7	37.6	—
C of Optometry, IIA	66.4	54.4	44.8	18.8
C of Tech Utica-Rome, IIA	—	44.7	38.2	32.9
St C of Ceramics Alfred U, IIA	62.1	42.7	34.9	
Cornell U Statutory C's, I	63.4	49.8	41.0	31.0
C of Tech Alfred, III	50.8	43.0	33.9	26.5
C of Tech Canton, III	45.6	37.2	33.9	27.7
C of Tech and Ag Cobleskill, III	48.4	38.1	32.8	27.3
C of Tech Delhi, III	46.1	37.7	28.9	24.7
C of Tech Farmingdale, III	51.2	43.8	33.4	28.1
C of Tech Morrisville, III	48.1	38.4	31.0	—
Adirondack CC, III	45.5	35.6	29.2	24.9
Broome CC, III	52.7	42.2	37.3	31.1
Cayuga County CC, III	47.2	36.9	—	—
Clinton CC, III	38.7	34.9	28.3	—

NEW YORK—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
St U of New York—Cont.				
Columbia-Greene CC, III	49.2	39.1	34.9	—
CC of the Finger Lakes, III	43.4	36.3	29.2	25.3
Corning CC, III	47.8	34.3	28.1	25.2
Dutchess CC, III	51.6	44.7	34.8	28.4
Erie CC				
City, III	43.7	38.3	32.4	25.2
North, III	46.0	38.6	33.6	24.6
South, III	46.3	39.5	32.6	24.6
Fashion Inst of Tech, III	71.1	55.0	45.0	35.5
Fulton-Montgomery CC, III	45.0	39.5	29.0	23.2
Genesee CC, III	40.9	34.8	28.7	24.5
Herkimer County CC, III	42.5	35.6	26.9	22.9
Hudson Valley CC, III	48.7	41.5	35.4	27.6
Jamestown CC, III	46.6	37.2	31.7	28.5
Jefferson CC, III	48.4	39.7	31.4	26.2
Mohawk Valley CC, III	41.5	37.3	29.5	26.8
Monroe CC, III	54.5	44.8	39.0	31.3
Nassau CC, III	69.0	53.6	47.6	41.1
Niagara County CC, III	49.7	42.1	34.6	29.1
Onondaga CC, III	48.8	40.8	36.6	31.2
Rockland CC, III	50.2	40.7	33.0	26.6
Suffolk County CC				
Ammerman, III	58.8	42.2	36.7	30.3
Eastern, III	52.6	35.3	—	—
Western, III	53.5	42.8	37.2	31.4
Sullivan County CC, III	45.5	40.1	33.7	—
Tompkins-Cortland CC, III	42.0	34.9	29.2	26.6
Westchester CC, III	66.5	58.5	48.2	—
Syracuse U, I	60.7	44.0	37.0	32.0
Utica C, IIB	44.8	36.8	30.4	—
Trocaire C, III	—	—	23.3	20.5
Union C, IIA	61.4	48.2	38.6	33.2
U of Rochester, I	73.6	51.5	43.7	—
Vassar C, IIB	63.3	46.8	37.4	—
Villa Maria C of Buffalo, III		27.8	—	19.2
Wagner C, IIB	44.1	35.1	30.8	25.7
Wells C, IIB	47.2	38.4	31.0	

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Barton C, IIB	32.7	27.9	27.4	—
Belmont Abbey C, IIB	35.2	32.4	27.8	—
Bennett C, IIB	33.8	33.9	27.7	23.2
Brevard C, III	30.8	26.5	22.9	22.8
Catawba C, IIB	37.0	30.2	26.5	
Davidson C, IIB	56.3	43.4	34.2	—
Duke U, I	79.6	56.0	45.9	—
Elon C, IIB	42.7	37.1	31.3	25.2
Gardner-Webb C, IIB	30.9	27.7	25.9	23.2
Greensboro C, IIB	37.7	33.9	29.0	—
Guilford C, IIB	45.1	37.0	31.7	—
High Point U, IIB	43.4	36.4	29.2	
Johnson C Smith U, IIB	35.4	29.6	27.0	23.8
Lees-McRae C, III	—	24.7	20.4	—
Lenoir-Rhyne C, IIB	37.7	32.6	30.1	—
Louisburg C, III	32.3	26.8	25.3	22.1
Mars Hill C, IIB	35.0	30.7	26.4	23.3
Meredith C, IIB	41.9	35.5	31.4	28.4
Methodist C, IIB	31.0	29.1	26.7	—
Montreat-Anderson C, IIB	29.3			
NC Wesleyan C, IIB	37.4	30.4	26.7	—
Peace C, III	36.4	31.2	27.0	
Pfeiffer C, IIB	37.6	32.1	26.9	—
Queens C, IIB	44.2	35.9	29.1	23.3
St Andrews Presbyterian C, IIB	34.2	29.8	25.9	—
St Mary's C, III	—	28.1	25.3	—
Salem C, IIB	35.1	30.2	25.5	—
Shaw U, IIB	29.3	27.9	26.9	26.6
Southeastern Baptist Theological Sem, IIA	31.1	—	—	
U of North Carolina				
Asheville, IIB	51.9	42.9	34.2	—
Chapel Hill, I	65.3	47.6	37.3	27.5
Charlotte, IIA	53.9	43.3	36.4	
Greensboro, I	58.9	42.3	36.5	33.6
Wilmington, IIB	50.2	41.1	35.0	
Appalachian St U, IIA	47.2	39.9	34.7	26.9
East Carolina U, IIA	58.6	41.3	35.8	31.0
Elizabeth City St U, IIB	44.9	39.3	32.6	—
Fayetteville St U, IIB	50.7	41.1	34.2	—
NC A&T St U, IIA	50.6	42.4	38.1	28.5
NC Central U, IIA	50.8	42.4	36.0	34.2
NC Sch of the Arts, IIB				38.1
North Carolina St U, I	63.9	45.6	38.3	30.5
Pembroke St U, IIB	51.4	39.6	33.6	
Western Carolina U, IIA	49.2	42.1	34.1	—
Winston-Salem St U, IIB	45.8	38.9	35.9	—
Wake Forest U, IIA	60.7	48.8	37.3	30.4
Wingate C, IIB	34.9	29.6	26.3	21.5

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Jamestown C, IIB	35.6	28.9	25.0	—
North Dakota U Sys				
U of ND Main campus, I	45.4	38.2	33.0	26.8
U of ND Williston, III		—	38.1	27.7
North Dakota St U, IIA	46.5	37.6	34.0	26.2
Dickinson St U, IIB	39.3	34.8	30.4	26.6
Mayville St U, IIB	40.3	—	31.0	—
Minot St U, IIA	48.2	37.3	31.9	26.3
Valley City St U, IIB	39.4	35.9	30.2	—
Bismarck St C, III		34.9	30.7	—

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Antioch U, IIA	41.3	37.2	26.7	—
Art Acad of Cincinnati, IIB	—	29.2	—	—
Ashland U, IIB	40.3	34.7	30.2	23.2
Baldwin-Wallace C, IIB	48.7	40.4	32.7	—
Bluffton C, IIB	32.9	28.1	26.5	—
Bowling Green St U, I	58.5	44.6	37.0	25.1
Firelands C, III	—	42.8	37.6	24.6
Capital U, IIA	49.3	36.8	31.6	26.2
Case Western Reserve U, I	69.4	48.3	41.9	30.9
Cedarville C, IIB	38.4	33.0	29.1	—
Clark St CC, III	38.2	34.8	29.4	25.9
Cleveland St U, IIA	60.4	45.2	37.9	30.1
C of Mount Saint Joseph, IIB	41.4	38.1	31.3	26.0
C of Wooster, IIB	53.1	41.1	32.9	30.0
Columbus St CC, III	41.3	33.7	29.5	24.7
Cuyahoga CC, III	52.5	48.5	41.4	34.3
Defiance C, IIB	35.1	32.1	25.8	—
Denison U, IIB	52.5	40.3	31.8	29.0
Edison St CC, III	35.9	32.2	30.3	24.6
Franciscan U of Steubenville, IIB	40.5	32.6	27.9	—
Hebrew Union C Jewish Inst of Religion, IIA	70.7	—	—	—
Heidelberg C, IIB	38.3	31.9	27.9	25.0
Hiram C, IIB	43.6	35.3	28.4	24.8
Jefferson Tech C, III	—	37.1	31.0	27.7
John Carroll U, IIA	52.8	43.5	35.0	26.9
Kent St U				
Main campus, I	63.6	47.0	38.7	25.5

OHIO—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Kent St U—Cont.				
Ashtabula, III	—	49.1	36.2	—
East Liverpool, III		—	34.7	
Salem, III	—	—	34.3	—
Stark, III	—	47.6	37.5	—
Trumbull, III	—	48.2	33.3	—
Tuscarawas, III	—	47.0	37.0	—
Kenyon C, IIB	57.4	43.7	35.5	31.6
Kettering C of Medical Arts, III	32.5	30.4	27.7	25.6
Lake Erie C, IIB	—	27.8	24.8	—
Lorain County CC, III	48.3	44.3	34.0	30.2
Lourdes C, IIB		26.4	25.1	22.7
Malone C, IIB	37.9	33.3	28.3	—
Marietta C, IIB	41.8	35.1	28.8	—
Miami U				
Oxford, I	61.0	46.4	37.5	29.9
Hamilton, III	—	46.1	35.4	28.9
Middletown, III	51.3	47.0	38.0	27.4
Mount Union C, IIB	45.7	36.7	32.6	28.7
Mount Vernon Nazarene C, IIB	34.6	30.4	26.5	
Muskingum C, IIB	44.0	37.0	29.6	—
Notre Dame C of Ohio, IIB	—	28.6	24.3	—
Oberlin C, IIB	54.0	42.5	37.8	—
Ohio Dominican C, IIB	42.4	35.1	30.0	—
Ohio Northern U, IIB	47.3	39.4	33.3	29.7
Ohio St U				
Main campus, I	68.7	49.0	41.0	27.6
Ag Tech Inst, IIB	—	38.0	33.4	31.6
Lima, IIB		44.7	33.8	—
Mansfield, IIB	—	42.3	33.6	—
Marion, IIB	—	41.7	33.0	—
Newark, IIB	—	41.2	36.5	—
Ohio U				
Athens, I	60.8	47.2	37.9	31.9
Belmont, III	—	—	39.4	—
Chillicothe, III	—	39.3	34.6	
Lancaster, III	—	42.8	32.7	—
Zanesville, III	—	43.5	34.3	30.3
Ohio Wesleyan U, IIB	50.7	37.6	33.3	—
Otterbein C, IIB	42.1	36.2	30.6	29.8
Shawnee St U, IIB	48.5	42.9	34.5	29.1
Sinclair CC, III	43.6	36.1	30.2	26.5
Tiffin U, IIB	45.6	35.3	30.8	23.5
Trinity Lutheran Sem, IIA	34.9	—	—	
U of Akron				
Main campus, I	57.9	43.9	37.9	32.9
Wayne C, III	—	36.1	31.1	—
U of Cincinnati				
Main campus, I	66.2	48.5	40.1	30.8
Clermont C, III	—	43.3	31.3	
Raymond Walters C, III	52.3	42.2	30.7	23.5
U of Dayton, IIA	54.5	45.7	36.3	25.7
U of Findlay, IIB	39.0	33.3	27.8	24.4
U of Rio Grande, IIB	40.1	35.8	30.0	26.8
U of Toledo, I	58.2	43.8	36.0	27.0
Urbana U, IIB	31.9	—	24.0	
Ursuline C, IIB	31.6	28.9	24.2	20.3
Walsh C, IIB	36.4	32.3	26.6	22.9
Wilmington C, IIB	37.1	32.3	27.5	—
Wittenberg U, IIB	52.7	41.3	33.1	—
Wright St U				
Main campus, IIA	59.4	44.5	37.5	25.5
Lake, III	—	—	32.9	—
Xavier U, IIA	53.2	44.2	37.2	24.5
Youngstown St U, IIA	57.0	44.5	35.8	28.8

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C, III	—	21.9	18.8	—
Cameron U, IIB	40.3	34.6	31.8	25.6
Central St U, IIA	47.8	43.0	38.3	32.5
East Central U, IIB	43.3	38.7	34.4	27.8
Langston U, IIB	50.9	38.9	32.5	27.9
Northeastern Oklahoma St U, IIA	44.3	37.2	33.9	30.3
Northwestern Oklahoma St U, IIB	43.0	37.2	32.3	26.7
Oklahoma Baptist U, IIB	37.5	32.7	26.3	21.1
Oklahoma Christian U of Science & Arts, IIB	41.7	35.8	29.3	26.5
Okla Panhandle St U, IIB	39.8	34.3	31.3	26.8
Oklahoma St U				
Main campus, I	54.6	41.3	36.5	28.1
Tech, III	37.3	34.4	31.4	26.3
Phillips U, IIB	33.2	30.0	25.4	
Southeastern Oklahoma St U, IIA	45.1	39.7	33.7	27.2
Southern Nazarene U, IIB	29.5	25.6	24.0	—
Southwestern Oklahoma St U, IIA	44.6	42.3	38.3	29.1
Tulsa JC, III			36.3	31.2
U of Oklahoma, I	56.9	43.1	34.8	22.9
U of Science and Arts of Oklahoma, IIB	42.8	37.3	34.3	29.1
U of Tulsa, IIA	61.3	43.6	37.1	28.9

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Central Oregon CC, III	43.0	38.7	32.9	28.8
Columbia Christian C, IIB	—	—	16.2	—
Concordia C, IIB	34.2	31.6	27.0	—
George Fox C, IIB	36.2	33.1	26.3	—
Lewis and Clark C, IIA	53.9	39.6	34.2	27.3
Linfield C, IIB	40.6	31.7	27.2	—
Multnomah Sch of Bible, IIB	23.3	—	21.5	—
Oregon St Sys of Higher Education				
Eastern Oregon St C, IIB	42.3	33.6	28.5	—
Oregon Inst of Tech, IIB	45.4	38.7	33.8	30.6
Oregon St U, I	52.9	42.1	35.9	26.2
Portland St U, I	48.6	38.7	34.6	23.9
Southern Ore St C, IIA	42.2	34.4	29.1	26.8
U of Oregon, I	52.9	39.8	33.4	25.5
Western Oregon St C, IIA	39.9	34.7	29.2	—
Pacific U, IIA	39.5	34.2	30.2	—
Reed C, IIB	58.5	43.8	36.7	—
Southwestern Ore CC, III	37.2	34.1	30.8	28.5
U of Portland, IIA	46.8	40.7	33.2	—
Warner Pacific C, IIB	33.6	28.3	21.5	
Western Baptist C, IIB	—	26.8	—	—
Western Conservative Baptist Sem, IIA	28.6	—	—	
Western Evangelical Sem, IIB	28.3			
Western States Chiropractic C, IIA	—	31.9	27.9	18.9
Willamette U, IIB	54.4	41.3	34.2	25.2

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Academy of the New Church, IIB	—	—	38.9	—
Albright C, IIB	48.0	38.8	34.7	29.5
Allegheny C, IIB	52.9	39.1	32.5	26.1
Allentown C of Saint Francis De Sales, IIB	45.7	36.4	32.3	24.2
Alvernia C, IIB	34.9	—	25.7	22.0

PENNSYLVANIA—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
American C, III	63.9	45.0	—	
Beaver C, IIA	46.4	37.9	31.4	—
Bryn Mawr C, IIA	59.6	46.2	37.1	26.7
Bucknell U, IIA	63.1	46.4	40.1	—
Bucks County CC, III	46.8	43.3	27.5	25.1
Butler County CC, III	41.2	37.6	31.2	27.3
Cabrini C, IIB	44.5	—	34.0	—
Carlow C, IIB	43.4	34.2	28.3	—
Carnegie Mellon U, I	78.9	53.1	47.2	—
Cedar Crest C, IIB	43.4	34.9	29.7	—
Chatham C, IIB	49.2	40.1	32.3	—
Chestnut Hill C, IIB	—	29.3	25.5	21.8
C Misericordia, IIB	46.2	37.7	32.0	—
CC of Allegheny County, III	45.0	35.4	32.5	22.8
CC of Beaver County, III	39.4	37.7	30.8	27.5
CC of Philadelphia, III	52.2	47.8	41.6	32.4
Delaware County CC, III	54.2	43.5	39.5	—
Delaware Valley C, IIB	43.8	36.1	31.8	27.5
Dickinson C, IIB	59.5	45.3	35.0	29.5
Drexel U, I	65.9	47.9	43.4	28.9
Duquesne U, IIA	51.6	41.9	33.4	30.4
Eastern Baptist Theological Sem, IIA	40.0	—		
Eastern C, IIA	41.4	36.6	32.4	—
Elizabethtown C, IIB	50.8	42.6	34.3	—
Franklin and Marshall C, IIB	63.2	46.0	36.3	33.2
Gannon U, IIA	43.8	36.0	31.8	24.5
Geneva C, IIB	38.0	33.2	28.0	
Gettysburg C, IIB	59.0	44.6	35.8	32.0
Gwynedd-Mercy C, IIB	34.3	30.4	25.8	20.5
Harcum JC, III	—	27.7	24.7	22.5
Harrisburg Area CC, III	50.6	39.5	33.3	28.3
Haverford C, IIB	61.8	46.9	36.1	29.8
Holy Family C, IIB	41.2	35.0	30.4	27.8
Immaculata C, IIB	41.9	37.5	—	—
Juniata C, IIB	45.1	36.6	30.1	—
Keystone JC, III	39.4	31.3	24.4	23.3
King's C, IIB	45.4	39.1	32.5	
Lackawanna JC, III	—	20.8	21.3	17.5
Lafayette C, IIB	63.1	49.4	40.1	36.2
Lancaster Bible C, IIB	—	—	22.6	—
Lancaster Theological Sem, IIA	37.3		—	
La Roche C, IIB	41.3	34.3	28.3	
La Salle U, IIB	55.8	46.1	40.1	34.4
Lebanon Valley C, IIB	44.0	36.4	32.6	—
Lehigh County CC, III	49.4	42.5	36.1	—
Lehigh U, I	74.1	53.3	44.4	—
Lutheran Theological Sem Gettysburg, IIA	32.0	26.2	—	—
Lutheran Theological Sem Philadelphia, IIA	43.7	—	—	—
Lycoming C, IIB	46.4	40.4	33.7	24.4
Manor JC, III	—	—	—	17.1
Marywood C, IIA	48.0	39.5	32.7	—
Mercyhurst C, IIB	39.3	34.6	28.6	23.8
Messiah C, IIB	42.8	37.9	33.0	29.1
Montgomery County CC, III	50.9	44.2	34.8	27.5
Moravian C, IIB	49.4	40.2	34.1	—
Mount Aloysius JC, III	—	23.8	28.9	22.0
Muhlenberg C, IIB	55.2	42.0	34.3	27.8
Neumann C, IIB	—	30.8	28.0	—
Northampton CC, III	44.1	39.1	34.8	32.8
Peirce JC, III	36.8	28.3	—	—
Pennsylvania C of Optometry, IIA	—	43.7	—	27.5
Pennsylvania C of Podiatric Medicine, IIB	53.9	40.3	35.5	—
Pennsylvania C of Tech, III	45.0	42.0	37.7	33.5
Pennsylvania St U				
Main campus, I	67.9	48.3	39.3	24.5
IIA campuses	59.5	48.6	42.5	35.6
III campuses	53.3	41.7	35.4	29.4
Philadelphia C of Bible, IIB	32.6	—	27.3	
Philadelphia C of Pharmacy and Science, IIB	53.5	40.8	33.0	27.8
Philadelphia C of Textiles and Science, IIB	52.6	41.3	35.5	—
Pittsburgh Theol Sem, IIA	51.3	38.7	—	
Point Park C, IIB	38.9	31.4	28.2	—
Reading Area CC, III	38.0	31.0	—	26.9
Robert Morris C, IIB	48.4	41.2	35.9	29.2
Rosemont C, IIB	44.2	39.1	28.2	—
Saint Francis C, IIB	42.7	36.7	29.5	—
Saint Joseph's U, IIA	56.2	45.3	41.7	
Saint Vincent C, IIB	41.8	36.4	29.5	26.9
Seton Hill C, IIB	44.8	32.9	27.8	—
St Sys of Higher Education				
Bloomsburg U of Pa, IIA	57.8	47.1	37.5	30.8
California U of Pa, IIA	58.4	47.3	37.5	30.8
Cheyney U of Pa, IIA	54.4	43.8	37.4	—
Clarion U of Pa, IIA	57.6	48.9	38.2	31.7
East Stroudsburg U of Pa, IIA	58.2	46.4	36.6	26.5
Edinboro U of Pa, IIA	58.4	47.9	36.2	28.3
Indiana U of Pa, IIA	57.8	46.9	37.7	27.8
Kutztown U of Pa, IIA	58.4	47.2	36.3	30.9
Lock Haven U of Pa, IIB	58.2	46.8	36.8	28.6
Mansfield U of Pa, IIA	57.8	47.0	37.4	28.2
Millersville U of Pa, IIA	57.9	46.9	38.0	29.3
Shippensburg U of Pa, IIA	57.6	45.7	37.7	29.3
Slippery Rock U of Pa, IIA	58.6	45.6	37.0	30.5
West Chester U of Pa, IIA	57.1	47.4	37.5	32.0
Susquehanna U, IIB	49.7	38.6	34.3	—
Swarthmore C, IIB	67.6	47.8	37.4	—
Temple U, I	64.1	51.1	40.9	31.1
Thiel C, IIB	39.5	32.3	27.2	—
Thomas Jefferson U, IIB	64.9	47.6	38.2	33.6
U of the Arts, IIB	38.4	32.1	28.6	
U of Pennsylvania, I	80.4	57.3	48.6	
U of Pittsburgh				
Main campus, I	69.0	49.1	40.5	29.5
Bradford, IIB	45.8	40.1	32.7	26.0
Greensburg, IIB	46.0	37.4	30.2	24.9
Johnstown, IIB	52.6	41.5	31.7	29.3
Titusville, III		37.2	27.8	25.7
U of Scranton, IIA	50.4	43.5	39.4	33.8
Ursinus C, IIB	49.2	39.9	33.3	—
Valley Forge Christian C, IIB	—	—	23.2	—
Villanova U, IIA	65.8	48.5	40.5	28.5
Washington and Jefferson C, IIB	50.9	44.1	34.8	29.7
Waynesburg C, IIB	36.5	31.8	27.3	26.0
Westminster C, IIB	44.5	37.2	30.5	27.2
Westminster Theological Sem, IIA	36.9	—		
Westmoreland County CC, III	42.5	36.8	33.2	23.2
Widener U, IIA	62.0	51.3	40.0	30.4
Wilkes U, IIA	48.6	40.9	33.5	
Wilson C, IIB	—	31.0	27.2	—
York C of Pa, IIB	56.1	48.7	38.4	—

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Brown U, I	70.5	48.2	40.3	—
Bryant C, IIB	60.6	54.2	46.7	
CC of Rhode Island, III	44.4	34.5	30.1	23.1

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$80,400	$71,200	$65,300	$60,500	$55,000
Associate professor	54,400	50,900	47,900	44,700	41,600
Assistant professor	47,200	42,000	39,900	37,900	35,800
Instructor	41,200	33,500	30,300	27,600	24,900

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$64,600	$58,400	$51,400	$47,300	$43,500
Associate professor	50,800	46,200	42,100	39,500	36,500
Assistant professor	42,500	38,100	35,600	33,200	31,000
Instructor	34,200	31,300	28,600	26,600	24,400

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$60,600	$49,400	$44,100	$39,500	$35,100
Associate professor	46,000	40,100	36,800	33,600	30,300
Assistant professor	37,500	33,500	31,300	28,900	26,400
Instructor	32,800	29,000	26,300	24,600	22,500

Category III: 2-Year Institutions With Academic Ranks

	1+	1	2	3	4
Professor	$56,800	$51,000	$44,800	$41,200	$37,100
Associate professor	47,800	42,800	38,100	35,100	32,300
Assistant professor	40,300	35,400	32,600	30,200	27,600
Instructor	33,900	30,200	27,800	25,900	23,800

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
No rank	$49,200	$40,500	$32,300	$29,000	$26,300

Note: The scale is based on the distribution of 2,072 institutions by average salary for 1991-92, rounded to the nearest hundred dollars. The figures cover full-time members of the instructional staff excluding those in medical schools. The salaries are adjusted to a standard nine-month work year. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $66,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th percentile ($65,300) and the 80th percentile ($71,200).

RHODE ISLAND—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Providence C, IIA	56.0	48.6	39.4	32.4
Rhode Island C, IIA	50.7	42.0	36.7	—
RI Sch of Design, IIB	52.2	40.6	32.8	
Salve Regina U, IIA	46.6	38.7	31.8	27.6
U of Rhode Island, I	59.9	45.4	39.4	—

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Central Wesleyan C, IIB	28.4	25.5	21.5	
Charleston Southern U, IIB	37.9	32.6	27.8	—
Citadel Military C of SC, IIA	48.8	40.7	30.9	—
Clemson U, I	57.4	42.6	36.2	22.9
Coker C, IIB	37.6	28.1	29.0	—
Columbia C, IIB	39.5	33.9	30.9	26.1
Converse C, IIB	42.7	36.2	30.2	—
Francis Marion C, IIB	45.2	36.5	30.4	22.8
Furman U, IIB	51.5	38.0	31.7	27.8
Lander C, IIB	44.5	37.6	32.7	—
Limestone C, IIB	27.0	27.4	23.4	—
Newberry C, IIB	35.8	28.0	22.8	—
Presbyterian C, IIB	45.0	34.1	29.9	—
South Carolina St C, IIB	43.5	37.0	31.7	26.3
U of South Carolina				
Main campus, I	57.0	42.2	36.9	25.3
Aiken, IIB	44.5	37.9	31.4	25.8
Beaufort, III	—	32.8	—	—
Coastal Carolina, IIB	44.0	36.8	31.2	22.6
Lancaster, III	—	33.7	—	—
Salkehatchie, III	—	—	—	23.8
Spartanburg, IIB	42.9	35.8	30.2	25.9
Sumter, III	41.6	33.6	31.1	—
Winthrop C, IIA	46.1	42.5	31.2	24.8
Wofford C, IIB	49.0	38.5	32.7	—

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	41.2	36.4	29.6	26.8
Dakota Wesleyan U, IIB	—	28.1	25.1	—
Mount Marty C, IIB	32.1	25.6	24.0	—
Sioux Falls C, IIB	—	29.8	26.9	—
SD St Bd of Regents Sys				
U of South Dakota, I	45.0	35.2	31.7	22.3
Black Hills St U, IIB	39.0	32.4	29.3	24.4
Dakota St U, IIB	41.7	35.4	32.2	22.6
Northern St U, IIA	43.2	34.1	28.2	24.4
South Dakota Sch of Mines and Tech, IIA	44.8	38.0	35.1	—
South Dakota St U, IIA	41.6	35.0	30.8	25.4

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
Belmont U, IIB	44.0	37.1	30.3	24.3
Bethel C, IIB	27.5	23.7	25.3	—
Carson-Newman C, IIB	37.1	31.0	27.7	21.2
Christian Brothers U, IIB	43.3	34.7	29.4	—
David Lipscomb U, IIB	44.1	35.8	30.3	25.6
Freed-Hardeman U, IIB	36.9	31.3	27.0	21.3
King C, IIB	27.5	23.4	23.1	
Knoxville C, IIB	—	28.1	22.8	20.2
Lambuth U, IIB	29.8	26.1	26.2	—
Lane C, IIB	29.7	24.8	—	18.8
Maryville C, IIB	38.9	32.4	26.5	22.8
Milligan C, IIB	37.3	31.0	26.8	
Rhodes C, IIB	51.1	41.3	32.7	—
Southern C of Seventh-Day Adventists, IIB	25.9	25.0	24.3	—
St U and CC Sys				
Austin Peay St U, IIA	45.7	33.8	29.2	—
East Tennessee St U, IIA	47.8	41.1	33.0	26.2
Memphis St U, I	51.2	40.7	34.7	22.1
Middle Tenn St U, IIA	50.9	39.2	30.9	23.4
Tennessee St U, IIA	45.8	37.7	30.6	24.4
Tennessee Tech U, IIA	50.8	39.6	33.9	22.9
Chattanooga St Tech CC, III	38.7	34.8	31.9	26.7
Cleveland St CC, III	39.1	34.4	30.3	25.4
Columbia St CC, III	—	38.2	31.3	24.9

TENNESSEE—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
St U and CC Sys—Cont.				
Dyersburg St CC, III	34.9	31.1	26.8	22.7
Jackson St CC, III	36.2	33.0	27.6	23.9
Motlow St CC, III	—	35.3	31.0	27.5
Nashville St Tech Inst, III	42.2	35.1	30.9	25.1
Northeast St Tech CC, III		32.8	29.6	19.4
Pellissippi St Tech CC, III	—	34.4	29.8	25.3
Roane St CC, III	40.8	34.9	28.3	25.9
Shelby St CC, III	37.5	30.2	26.9	24.3
St Tech Inst Memphis, III	41.9	34.1	29.4	24.1
Volunteer St CC, III	38.9	34.1	28.9	23.3
Walters St CC, III	41.8	36.0	30.2	25.6
Tennessee Wesleyan C, IIB	24.8	24.3	—	—
Tusculum C, IIB	30.5	—	26.3	
Union U, IIB	36.9	31.9	28.7	25.7
U of the South, IIB	52.2	37.1	32.7	29.7
U of Tennessee				
Knoxville, I	55.0	40.8	36.2	25.9
Memphis, I	54.6	43.6	34.7	30.6
Chattanooga, IIA	46.0	38.5	33.2	25.1
Martin, IIA	42.7	37.1	30.5	23.5
Inst of Agriculture, IIA	52.4	42.9	37.1	—
Vanderbilt U, I	76.3	49.6	41.9	31.3

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U, IIA	40.4	36.5	31.0	26.1
Amber U, IIA	—	31.9	—	
Angelo St U, IIB	45.1	39.0	34.7	25.4
Austin C, IIB	49.3	39.8	32.3	—
Baylor U, I	60.2	45.8	39.1	30.8
Brazosport C, III	45.0	34.7	28.5	24.5
Del Mar C, III	42.3	36.5	32.2	27.4
East Texas Baptist U, IIB	32.5	29.7	26.6	26.4
East Texas St U, IIA	43.5	35.0	30.4	28.4
East Texas St U Texarkana, IIB	43.3	36.3	—	—
Episcopal Theol Sem of the Southwest, IIB	38.5	—		—
Galveston C, III	37.0	33.0	29.1	27.3
Hardin-Simmons U, IIA	37.7	32.7	29.2	24.3
Jarvis Christian C, IIB	32.9	27.7	23.2	19.4
Lamar U				
Beaumont, IIA	47.9	37.1	32.0	27.0
Orange, III		—	26.1	23.4
Port Arthur, III		—	—	23.3
LeTourneau U, IIB	35.6	30.8	29.2	—
Lubbock Christian U, IIB	31.6	25.3	22.8	—
McMurry U, IIB	37.4	30.8	30.4	—
Odessa C, III	43.9	35.7	34.1	30.0
Our Lady of Lake U, IIA	42.3	36.3	29.9	25.1
Rice U, I	75.4	51.8	42.9	28.9
St Edward's U, IIB	43.2	36.0	30.2	—
St Mary's U, IIA	57.4	42.7	35.0	25.3
Sam Houston St U, IIA	47.0	38.4	32.9	27.3
Schreiner C, IIB	34.1	29.8	24.9	21.6
Southern Methodist U, I	67.6	45.6	40.7	44.0
Southwest Texas St U, IIA	44.8	37.5	30.3	23.7
Southwestern Assemblies of God C, IIB	28.7		21.4	—
Southwestern U, IIB	58.1	45.9	35.7	—
Stephen F Austin St U, IIA	44.8	35.9	30.2	23.8
Tarrant County JC, III	41.3	39.3	36.5	33.1
Texas A&M U Sys				
Corpus Christi St U, IIB	44.4	35.9	29.4	—
Laredo St U, IIB	43.8	40.6	34.4	—
Prairie View A&M U, IIA	44.8	40.2	34.0	28.8
Tarleton St U, IIA	43.2	37.0	31.3	25.2
Texas A&I U, IIA	43.9	36.9	32.9	23.0
Texas A&M U, I	61.4	44.7	37.5	29.9
Texas A&M U Galveston, IIB	51.9	35.8	34.2	
Texas Christian U, I	60.5	44.9	38.7	30.8
Texas Tech U, I	55.2	40.0	33.7	22.9
Texas Wesleyan U, IIB	36.3	32.4	28.7	25.8

Continued on Following Page

Average Faculty Salaries at 1,800 Institutions—Continued

TEXAS—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Texas Woman's U, I	45.7	36.9	31.8	26.8
Trinity U, IIA	64.9	45.0	36.0	—
U of Central Texas, IIB	—	—	26.6	—
U of Dallas, IIA	44.1	40.6	34.4	—
U of Houston				
U Park, I	65.3	45.0	37.8	32.1
Clear Lake, IIA	50.7	43.5	37.5	—
Downtown, IIB	48.4	39.8	32.2	
U of North Texas, I	51.7	42.6	36.6	26.7
U of Saint Thomas, IIA	36.8	33.8	28.6	—
U of Texas				
Austin, I	68.3	45.0	39.3	31.1
Arlington, I	56.5	43.3	37.5	
Dallas, I	60.5	45.2	40.7	
El Paso, IIA	50.2	40.8	34.9	—
Permian Basin, IIB	42.6	36.8	33.1	—
San Antonio, IIA	48.2	39.9	34.3	—
Tyler, IIA	47.9	39.1	34.4	

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Utah Higher Education Sys				
U of Utah, I	57.2	41.0	36.9	28.6
Southern Utah U, IIB	38.4	32.3	27.6	23.5
Utah St U, I	46.1	36.8	32.9	28.4
Weber St U, IIA	40.1	34.5	29.3	23.0
Salt Lake CC, III	34.0	29.7	27.5	25.1
Snow C, III	39.7	35.2	29.6	21.8
Westminster C of Salt Lake City, IIB	39.4	33.1	28.6	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Champlain C, III	39.3	32.8	30.0	29.2
Green Mountain C, IIB	37.9	31.0	27.9	—
Middlebury C, IIB	65.0	46.0	38.2	34.5
Norwich U, IIA	43.0	36.5	31.0	27.2
Saint Michael's C, IIB	48.7	39.7	32.7	—

VERMONT—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
U of Vermont, I	60.7	44.7	37.4	—
Vermont St C's Sys				
Castleton St C, IIB	41.8	34.8	29.3	—
Johnson St C, IIB	40.9	33.9	29.4	
Lyndon St C, IIB	41.9	35.7	28.6	—

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C, IIB	34.0	30.6	26.5	—
Bridgewater C, IIB	43.1	36.5	31.8	25.0
Christendom C, IIB	—	33.1	—	—
C of William and Mary, I	63.5	48.0	35.7	—
Richard Bland C, III	41.7	35.5	31.2	—
Christopher Newport C, IIB	49.0	42.3	35.6	25.4
Commonwealth C				
Hampton, III			—	19.7
Norfolk, III	—	13.8	—	15.5
Richmond, III		13.8		14.3
Virginia Beach, III	—	—	—	12.5
Eastern Mennonite C and Sem, IIB	34.4	30.2	27.4	23.4
Emory and Henry C, IIB	43.1	34.9	30.0	
Ferrum C, IIB	37.5	31.5	26.4	—
George Mason U, I	73.5	49.6	41.4	31.7
Hampden-Sydney C, IIB	51.7	40.4	33.4	
Hampton U, IIA	47.2	36.3	29.5	24.8
Hollins C, IIB	51.1	38.7	31.2	—
Inst of Textile Tech, III	58.3	—	41.7	—
James Madison U, IIA	50.8	43.8	36.6	28.6
Liberty U, IIA	38.5	32.5	26.4	20.5
Longwood C, IIB	49.0	41.9	32.7	29.9
Lynchburg C, IIA	45.9	38.1	31.2	—
Mary Baldwin C, IIB	44.3	35.1	28.7	—
Mary Washington C, IIB	48.8	40.7	31.7	29.1
Marymount U, IIA	48.3	38.1	33.8	—
Presbyterian Sch of Christian Education, IIA	38.1	—	—	

VIRGINIA—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Protestant Episcopal Theol Sem in Va, IIA	32.8	—	—	
Radford U, IIA	49.2	39.2	33.9	26.1
Randolph-Macon C, IIB	50.0	37.5	29.8	—
Randolph-Macon Woman's C, IIB	48.6	38.7	31.9	—
Roanoke C, IIB	47.6	37.7	31.3	
Shenandoah U, IIB	38.3	31.2	27.5	—
Sweet Briar C, IIB	49.5	39.5	33.2	—
U of Richmond, IIA	65.4	51.3	40.5	
U of Virginia, I	70.7	47.4	39.2	28.3
Clinch Valley C, IIB	42.7	34.5	31.5	—
Va Commonwealth U, I	59.9	48.4	39.0	32.5
Virginia CC Sys				
Blue Ridge CC, III	—	37.2	32.3	25.7
Central Virginia CC, III	44.1	37.8	34.1	—
Dabney S Lancaster CC, III	—	41.9	32.0	27.8
Danville CC, III	41.1	37.0	33.2	—
Eastern Shore CC, III	—	—	29.4	—
Germanna CC, III	42.1	35.8	31.2	26.0
J Sargeant Reynolds CC, III	42.0	37.6	33.0	28.6
John Tyler CC, III	39.8	36.4	31.7	28.4
Lord Fairfax CC, III	—	34.0	29.2	—
Mountain Empire CC, III	—	36.1	32.2	28.5
New River CC, III	44.9	38.8	32.0	27.7
Northern Virginia CC, III	43.5	39.3	34.0	29.8
Patrick Henry CC, III	—	35.7	31.7	26.2
Paul D Camp CC, III	—	35.1	31.4	—
Piedmont Virginia CC, III	39.5	35.3	32.1	26.6
Rappahannock CC, III	—	39.1	32.0	—
Southside Virginia CC, III	—	33.1	31.6	26.1
Southwest Va CC, III	41.8	38.2	34.4	28.8
Thomas Nelson CC, III	42.9	37.0	32.3	27.1
Tidewater CC, III	38.3	34.8	30.5	27.8
Virginia Highlands CC, III	—	35.5	31.0	26.2
Virginia Western CC, III	42.1	38.9	33.9	—
Wytheville CC, III	42.3	35.6	29.6	26.9
Virginia Intermont C, IIB	32.0	29.8	25.6	—
Virginia Military Inst, IIB	53.3	44.1	37.3	—
Virginia Polytechnic Inst and St U, I	64.9	45.9	38.1	26.3
Virginia St U, IIA	45.2	40.2	36.6	30.0
Virginia Union U, IIB	43.9	32.9	26.8	22.8
Virginia Wesleyan C, IIB	48.3	38.7	31.4	30.3
Washington and Lee U, IIB	62.8	44.4	38.4	

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Washington U, IIA	47.0	38.2	31.9	
Eastern Washington U, IIA	43.4	35.9	32.0	18.8
Gonzaga U, IIA	55.6	38.8	33.2	25.2
Northwest C of the Assemblies of God, IIB	—	29.8	26.2	—
Pacific Lutheran U, IIA	45.1	36.7	32.3	
Peninsula C, III	40.0	37.0	31.9	27.3
Saint Martin's C, IIB	32.3	29.8	27.1	—
Seattle Pacific U, IIA	43.5	36.5	31.3	—
Seattle U, IIA	51.7	42.2	38.0	31.9
U of Puget Sound, IIA	56.2	42.0	34.5	
U of Washington, I	64.2	45.2	39.5	—
Washington St U, I	55.6	42.0	37.2	26.9
Western Washington U, IIA	50.7	41.4	36.5	28.6
Whitman C, IIB	55.7	44.4	35.1	—
Whitworth C, IIB	40.3	33.3	27.6	—

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C, IIB	37.6	29.2	25.4	23.4
Bethany C, IIB	37.3	32.5	26.4	—
Davis and Elkins C, IIB	33.6	29.2	25.4	21.8
Salem-Teikyo U, IIB	—	29.5	26.8	19.7
St C Sys of West Virginia				
Bluefield St C, IIB	39.5	30.2	25.5	20.8
Concord C, IIB	38.4	32.6	26.1	22.2
Fairmont St C, IIB	41.2	34.7	29.8	25.6
Glenville St C, IIB	37.8	31.1	25.3	22.5
Shepherd C, IIB	39.8	33.2	28.9	26.0
West Liberty St C, IIB	39.4	31.5	22.3	—
W Va Inst of Tech, IIB	38.4	32.3	26.4	25.5
West Virginia St C, IIB	37.1	31.6	24.9	20.9
Southern W Va CC, III	39.8	31.5	24.3	19.9
U of Charleston, IIB	36.6	31.1	30.5	27.2
U of West Virginia Sys				
Marshall U, IIA	44.9	36.7	28.9	21.4
U of West Virginia C of Graduate Studies, IIA	49.0	41.9	29.8	—
West Virginia U, I	50.8	40.7	34.0	24.8
Potomac St C, III	38.4	30.8	23.2	—
Parkersburg, III	36.5	28.8	26.6	20.5
West Virginia Wesleyan C, IIB	38.9	35.3	31.3	—
Wheeling Jesuit C, IIB	37.2	31.6	26.0	29.0

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C, IIB	39.5	33.4	26.3	22.8
Beloit C, IIB	46.5	36.1	29.5	—
Cardinal Stritch C, IIB	39.9	36.3	28.1	24.9
Carroll C, IIB	42.3	37.4	32.6	
Carthage C, IIB	40.3	35.3	29.2	—
Concordia U Wisconsin, IIB	31.1	28.3	25.7	
Edgewood C, IIB	35.2	31.9	27.2	—
Lakeland C, IIB	37.1	32.6	29.4	—
Lawrence U, IIB	54.1	41.7	33.4	—
Marquette U, I	65.6	49.1	40.8	
Milwaukee Sch of Engineering, IIB	44.0	36.8	33.5	
Mount Mary C, IIB	38.1	31.0	26.8	22.1
Northland C, IIB	34.1	28.6	23.5	—
Ripon C, IIB	47.0	35.7	29.9	—
Saint Norbert C, IIB	51.2	41.4	33.4	29.8
U of Wisconsin				
Madison, I	61.6	44.9	39.9	28.7
Milwaukee, I	56.6	42.7	39.5	32.7
Eau Claire, IIA	45.5	37.0	34.1	27.9
Green Bay, IIA	46.4	39.1	33.9	—
La Crosse, IIA	48.2	39.9	35.5	33.0
Oshkosh, IIA	50.0	41.4	35.4	28.5
Parkside, IIA	50.6	38.5	37.9	
Platteville, IIA	47.7	38.3	33.6	—
River Falls, IIA	43.8	36.2	32.2	—
Stevens Point, IIA	47.3	38.3	30.7	27.4
Stout, IIA	46.0	36.8	30.9	29.9
Superior, IIA	46.8	39.6	32.9	26.2
Whitewater, IIA	48.4	40.8	35.0	30.3
Centers, III	43.7	36.4	29.7	26.0
Viterbo C, IIB	42.5	35.1	30.0	25.0

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
U of Wyoming, I	53.4	41.8	37.1	—

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
U of Puerto Rico				
Bayamon Tech U C, IIB	26.7	21.3	17.3	13.7
Ponce Tech U C, III	24.4	20.2	16.9	14.9
Humacao U C, IIB	33.2	25.7	20.5	16.9

Average Salaries of Faculty Members at Institutions Without Academic Ranks

ALABAMA

Bishop St CC, IV	29.1
Faulkner St CC, IV	32.6
Gadsden St CC, IV	31.3
Jefferson St CC, IV	33.8
John C Calhoun St CC, IV	32.9
Lurleen B Wallace St JC, IV	30.9
Snead St JC, IV	34.1
Wallace St CC Selma, IV	32.7

ARIZONA

Arizona Western C, IV	34.2
Central Arizona C, IV	40.9
Cochise C, IV	35.2
Eastern Arizona C, IV	36.5
Maricopa CC Dist, IV	47.8
Mohave CC, IV	33.7
Yavapai C, IV	39.3

ARKANSAS

East Arkansas CC, IV	28.2
Garland County CC, IV	30.9
Mississippi County CC, IV	26.1
North Arkansas CC, IV	29.0
Phillips County CC, IV	26.8
Rich Mountain CC, IV	28.4
Southern Arkansas U El Dorado, IV	26.9
Westark CC, IV	29.7

CALIFORNIA

Allan Hancock C, IV	45.4
Barstow C, IV	48.6
Cabrillo C, IV	42.9
California Inst of the Arts, IIA	37.2
Cerritos C, IV	53.2
Chabot C, IV	46.5
C of the Redwoods, IV	44.5
C of the Siskiyous, IV	33.9
Columbia C, IV	46.5
Compton CC, IV	42.5
Contra Costa CC Dist, IV	53.6
Foothill-De Anza CC Dist, IV	52.3
Fresno Pacific C, IIB	32.8
Gavilan C, IV	50.8
Glendale CC, IV	48.9
Grossmont-Cuyamaca CC Dist, IV	47.0
Hartnell C, IV	44.3
Imperial Valley C, IV	43.0
Kern CC Dist, IV	44.8
Los Angeles CC Dist, IV	46.9
Los Rios CC Dist, IV	46.3
Menlo C, IIB	45.6
Merced C, IV	48.0
Mira Costa C, IV	49.1
Modesto JC, IV	50.2
Mt San Antonio C, IV	49.4
Pacific Oaks C, IIA	31.0
Palo Verde C, IV	34.6
Palomar C, IV	49.5
Pasadena City C, IV	47.0
Peralta CC's, IV	41.9
Rancho Santiago CC, IV	45.9
Riverside CC, IV	47.8
Saddleback CC Dist, IV	56.1
San Bernardino Valley C, IV	49.0
San Diego CC Dist, IV	45.1
San Francisco CC Dist, IV	46.3
San Joaquin Delta C, IV	54.8
San Jose / Evergreen CC, IV	48.8
San Mateo CC Dist, IV	50.7
Santa Barbara City C, IV	46.5
Santa Monica C, IV	54.2

CALIFORNIA—Cont.

Santa Rosa JC, IV	49.4
Sierra CC, IV	45.9
Southwestern C, IV	49.2
Taft C, IV	54.8
Ventura County CC Dist, IV	51.7
Victor Valley C, IV	42.3

COLORADO

Arapahoe CC, IV	30.0
Colorado Northwestern CC, IV	31.4
CC of Aurora, IV	29.9
CC of Denver, IV	30.0
Front Range CC, IV	30.7
Lamar CC, IV	30.6
Morgan CC, IV	27.6
Northeastern JC, IV	29.0
Otero JC, IV	31.5
Pikes Peak CC, IV	31.5
Pueblo CC, IV	28.9
Red Rocks CC, IV	33.4
Trinidad St JC, IV	27.0

CONNECTICUT

Mitchell C, IV	31.9

FLORIDA

Daytona Beach CC, IV	28.5
Florida Keys CC, IV	32.0
Valencia CC, IV	34.8

GEORGIA

Emmanuel C, IV	22.6
Young Harris C, IV	31.7

HAWAII

U of Hawaii Sys	
Hawaii CC, IV	41.4
Honolulu CC, IV	41.4
Kapiolani CC, IV	39.6
Kauai CC, IV	39.2
Leeward CC, IV	41.7
Maui CC, IV	40.4
Windward CC, IV	40.4

IDAHO

Northwest Nazarene C, IIB	29.8

ILLINOIS

Belleville Area C Dist 522, IV	43.8
Blackburn U, IIB	29.8
Columbia C, IIB	38.0
Governors St U, IIA	40.1
Illinois Eastern CC's, IV	29.0
John Wood CC, IV	24.2
Kaskaskia C, IV	33.8
Kishwaukee C, IV	31.3
Lincoln C, IV	31.0
Morrison Inst of Tech, IV	22.8
Morton C, IV	45.5
Ray C of Design, IIB	27.7
Rend Lake C, IV	34.7
Saint Augustine C, IV	18.8
Southeastern Illinois C, IV	34.5
Springfield C, IV	22.1

IOWA

Des Moines Area CC, IV	35.4
Eastern Iowa CC Dist, IV	31.4
Indian Hills CC, IV	29.6

IOWA—Cont.

Mount Saint Clare C, IIA	28.1
North Iowa Area CC, IV	32.5
Western Iowa Tech CC, IV	30.4

KANSAS

Allen County CC, IV	30.9
Barton County CC, IV	27.0
Central C, IV	18.5
Coffeyville CC, IV	26.0
Hutchinson CC, IV	31.6
Johnson County CC, IV	38.3
Seward County CC, IV	27.0

KENTUCKY

Midway C, IV	27.2
Saint Catharine C, IV	16.1

MAINE

Eastern Maine Tech C, IV	31.2
Northern Maine Tech C, IV	34.3

MARYLAND

Maryland Inst C of Art, IIB	32.5
Peabody Inst of Johns Hopkins U, IIB	33.4
Saint John's C, IIB	43.7

MICHIGAN

Baker C Flint, IV	36.8
Charles Stewart Mott CC, IV	45.2
Cranbrook Acad of Art, IIB	39.8
Davenport C Grand Rapids, IV	33.6
Detroit C of Business, IIB	27.9
Grand Rapids JC, IV	45.7
Montcalm CC, IV	36.8
Muskegon CC, IV	43.7
Oakland CC, IV	49.5
Schoolcraft C, IV	48.2
Southwestern Michigan C, IV	32.0
Suomi C, IV	32.4

MINNESOTA

Bethany Lutheran C, IV	31.3
Dr Martin Luther C, IIB	24.9

MISSISSIPPI

Coahoma CC, IV	23.4
Copiah-Lincoln CC, IV	24.8
East Central CC, IV	24.4
East Mississippi CC, IV	21.3
Hinds CC Raymond, IV	28.4
Holmes CC, IV	23.4
Itawamba CC, IV	27.0
Jones County JC, IV	30.7
Meridian CC, IV	24.9
Mississippi Delta CC, IV	26.3
Mississippi Gulf Coast CC, IV	27.4
Northeast Mississippi JC, IV	28.7
Northwest Mississippi CC, IV	29.4
Pearl River CC, IV	24.6
Southwest Mississippi CC, IV	28.5
Wood JC, IV	17.5

MISSOURI

Conception Seminary C, IIB	29.5
Crowder C, IV	23.3
East Central C, IV	30.3
Jefferson C, IV	32.5

MISSOURI—Cont.

Metropolitan CC Dist, IV	35.8
Mineral Area C, IV	28.8
Moberly Area JC, IV	25.4
North Central Mo C, IV	27.2
St Charles County CC, IV	28.3
State Fair CC, IV	25.5
Stephens C, IIB	27.1
Three Rivers CC, IV	24.7

MONTANA

Dawson CC, IV	26.2
Flathead Valley CC, IV	31.2
Miles CC, IV	25.1
Salish Kootenai CC, IV	24.9

NEBRASKA

Northeast CC, IV	28.3
Southeast CC, IV	29.5
Western Nebraska CC, IV	25.9

NEW MEXICO

Northern New Mexico CC, IV	22.4

NEW YORK

Berkeley C, IV	26.2
Sarah Lawrence C, IIB	51.2

NORTH CAROLINA

Alamance CC, IV	27.9
Anson CC, IV	26.2
Asheville-Buncombe Tech CC, IV	29.4
Beaufort County CC, IV	26.0
Bladen CC, IV	24.5
Blue Ridge CC, IV	28.5
Brunswick CC, IV	24.8
Caldwell CC and Tech Inst, IV	27.1
Cape Fear CC, IV	28.0
Carteret CC, IV	25.4
Catawba Valley CC, IV	27.5
Central Carolina CC, IV	26.3
Central Piedmont CC, IV	31.4
Chowan C, IV	29.8
Cleveland CC, IV	25.8
Coastal Carolina CC, IV	27.9
C of the Albemarle, IV	26.9
Craven CC, IV	26.4
Davidson County CC, IV	32.3
Durham Tech CC, IV	29.1
Edgecombe CC, IV	24.4
Fayetteville Tech CC, IV	28.3
Forsyth Tech CC, IV	30.1
Gaston C, IV	29.5
Guilford Tech CC, IV	28.7
Halifax CC, IV	25.3
Haywood CC, IV	27.1
Isothermal CC, IV	27.1
James Sprunt CC, IV	23.8
Johnston CC, IV	23.8
Lenoir CC, IV	25.9
McDowell Tech CC, IV	23.9
Mitchell CC, IV	27.7
Montgomery CC, IV	23.1
Mount Olive C, IIB	27.7
Nash CC, IV	27.2
Pamlico CC, IV	23.3
Piedmont Bible C, IIB	13.2
Piedmont CC, IV	23.4
Pitt CC, IV	27.5
Randolph CC, IV	27.7
Richmond CC, IV	27.2
Roanoke-Chowan CC, IV	25.6
Robeson CC, IV	28.3

NORTH CAROLINA—Cont.

Rockingham CC, IV	29.7
Rowan-Cabarrus CC, IV	28.4
Sampson CC, IV	24.1
Sandhills CC, IV	29.3
Southeastern CC, IV	26.5
Southwestern CC, IV	24.6
Stanly CC, IV	26.5
Surry CC, IV	26.8
Tri-County CC, IV	22.9
Vance-Granville CC, IV	25.1
Wake Tech CC, IV	26.3
Warren Wilson C, IIB	27.7
Wayne CC, IV	26.9
Western Piedmont CC, IV	27.1
Wilkes CC, IV	30.2
Wilson Tech CC, IV	28.0

NORTH DAKOTA

North Dakota St C of Science, IV	30.4
U of North Dakota Lake Region, IV	28.6

OHIO

Belmont Tech C, IV	29.0
Central Ohio Tech C, IV	28.7
Cincinnati Tech C, IV	40.7
Franklin U, IIB	34.0
Hocking Tech C, IV	31.9
Lakeland CC, IV	45.2

OKLAHOMA

Bartlesville Wesleyan C, IIB	24.8
Carl Albert St C, IV	28.5
Connors St C, IV	31.9
Eastern Oklahoma St C, IV	32.3
Murray State C, IV	29.5
Northeastern Oklahoma A&M C, IV	31.2
Northern Oklahoma C, IV	31.1
Oklahoma City CC, IV	31.6
Oklahoma St U Tech Branch, IV	29.4
Rogers St C, IV	28.1
Rose St C, IV	32.1
Saint Gregory's C, IV	24.0
Seminole J C, IV	28.6
Southwestern Oklahoma St U Sayre, IV	26.9

OREGON

Bassist C, IV	16.6
Blue Mountain CC, IV	37.4
Clackamas CC, IV	37.1
Clatsop CC, IV	31.7
Lane CC, IV	34.5
Linn-Benton CC, IV	33.7
Mount Hood CC, IV	36.1
Pacific Northwest C of Art, IIB	24.6
Portland CC, IV	36.3
Rogue CC, IV	33.5
Treasure Valley CC, IV	31.9
Umpqua CC, IV	33.5

RHODE ISLAND

Roger Williams C, IIB	43.0

SOUTH CAROLINA

Florence-Darlington Tech C, IV	26.0
Midlands Tech C, IV	27.9
Orangeburg-Calhoun Tech C, IV	24.5
Tech C of the Lowcountry, IV	23.5
Trident Tech C, IV	29.4

TENNESSEE

Free Will Baptist Bible C, IIB	24.2
Tomlinson C, IV	23.8

TEXAS

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An astronomy professor, on the discovery of structures in the ancient fabric of the universe: A9

"These kinds of academic truths grow better in the daylight. They don't grow well in the dark."
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"What has happened is that most of the people accused of misconduct and fraud are big, entrepreneurial scientists. The Administration is opposed to making life hard for these people."
Head of the National Coalition for Universities in the Public Interest: A25

"They feed on each other and respond to each other. And all the while, I keep looking at the news and what I see is white men in blue suits with red ties."
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"My critique flows from a Midwestern populism that makes me increasingly annoyed by the revolutionary posturing of prosperous academics who like to pretend that they are something else." '
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"Diversity is more than just a game of numbers or political expediency."
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"We have to live modestly. But I realize that, being a newcomer, I have to start small. I've gotten used to restricting myself."
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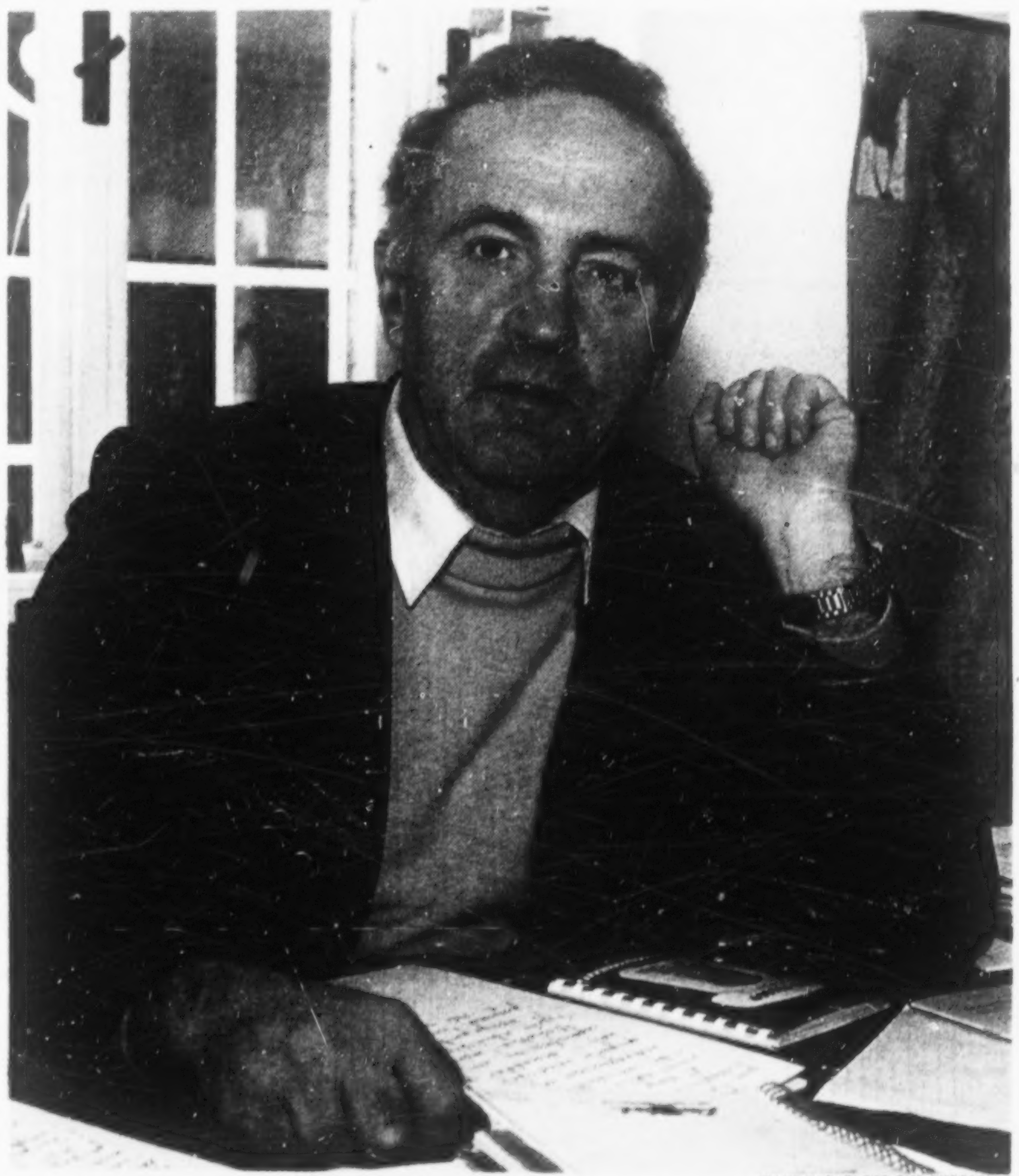
'I LIKE TO GO TO WORK'

For Academic Emigrés From Former Soviet Union, Their Life in Israel Becomes One Long Job Search



ISAAC HARARI FOR THE CHRONICLE

David Bykovsky, once a plasma physicist in the Soviet Union, now helps scientists find jobs in Israel: "Giving advice is easy, but it doesn't help much."

By HERBERT M. WATZMAN

JERUSALEM

Each morning Alexander Kaminsky, until nine months ago a professor of engineering at the Timiryazev Agricultural Academy in Moscow, takes the bus from an outlying Jerusalem neighborhood to the center of town. There, in a small workshop, he frames pictures for $2.50 an hour. He says he is happy.

"I like to go to work," he says. "It's important to work, no matter what it is."

But, he quickly adds, he has no hope of being a professor here. "My Hebrew just isn't good enough," he says. His English also is rudimentary, and his age, 55, is a liability—most Israeli agencies and businesses refuse even to consider taking on anyone that age.

Still, Mr. Kaminsky says he has "a good attitude" about his situation. "I hope that I'll eventually be able to find work in research or as an engineer," he says. "In the meantime, there are plenty of odd jobs in Jerusalem."

Low Expectations

Mr. Karninsky's surprising optimism is not uncommon among the approximately 6,000 researchers and academics who have come to Israel from the Soviet Union and its successor states since the latest wave of immigration began in November 1989. Their expectations are low, and many of them seem to

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Scientists Begin to Question Confidentiality of Fraud Investigations

By DAVID L. WHEELER

An unusual dispute between a researcher accused of scientific misconduct and the university that is investigating him has prompted a new debate about the traditionally secret nature of hearings on research fraud.

Two scientists have accused Herbert L. Needleman, a professor of psychiatry at the University of Pittsburgh, of misrepresenting data in a landmark 1979 paper on the effect of exposure to lead on children's intelligence. Dr. Needleman has fought the university's effort to keep its investigation of the research confidential.

In March, Dr. Needleman sued the university to open a hearing that administrators said they wanted held in private. The suit, which also concerns other issues related to the investigation, is still pending. The hearing, held this month by a university panel reviewing the case, was opened up to the public.

"These kinds of academic truths grow better in the daylight," Dr. Needleman says. "They don't grow well in the dark."

In the past, the prevailing wisdom among scientists was that even a hint of fraud charges whispered in departmental hallways or at scientific meetings was enough to end a research career. That view has led to calls for increased confidentiality in both university and government investigations of fraud.

At least a few observers now wonder if that approach may be misguided. A better way to increase public confidence in science

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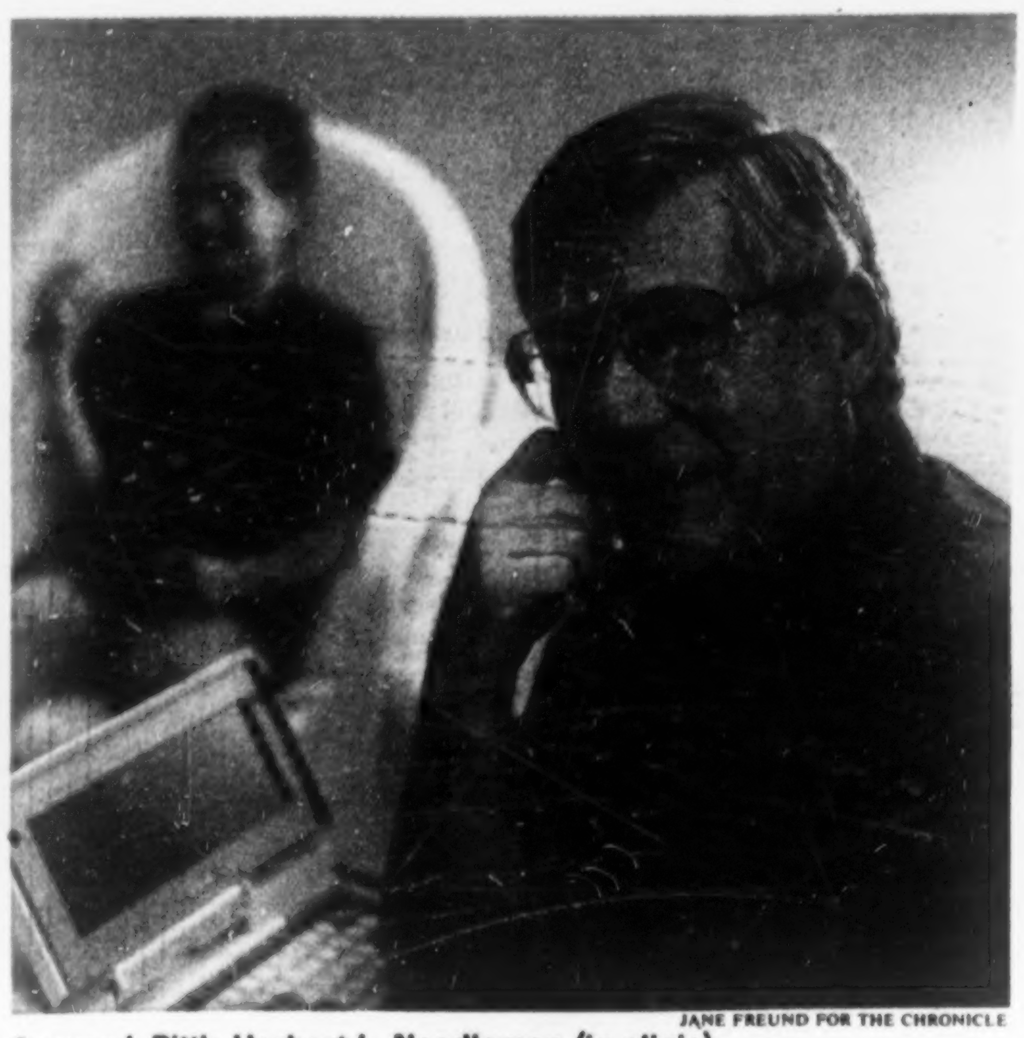

JANE FREUND FOR THE CHRONICLE

Accused: Pitt's Herbert L. Needleman (in clinic). He applauds the openness of the hearing in his case.